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CANCELLATION AND REDUCTION OF WAR CONTRACTS.

LETTER TO CONTRACTORS CONCERNED.

In consequence of the ending of the Japanese war, rapid reductions in the Government's munitions programme will take effect immediately or in the near future. In order to assist in easing the difficulties which will inevitably be associated with the cancellation of war contracts, a letter, signed by the President of the Board of Trade, the First Lord of the Admiralty, the Minister of Labour and National Service and the Minister of Supply and Aircraft Production, was sent on 28th August to some 45,000 firms engaged on war production.

The letter states that many thousands of communications have already been sent to contractors advising them of the cancellation or reduction of munitions contracts, and reference is made to the Prime Minister's announcement in the House of Commons on 16th August that over 1,000,000 workers will be released from munitions work in the next eight weeks. The letter expresses the confidence of the Ministers that many of the difficulties which might otherwise arise as a result of the sudden changes in contracts will be avoided if everybody concerned is fully informed through the appropriate channel, e.g., Joint Production Committee or Works Committee, of the reasons for the changes and their effects upon individual factories; and firms are asked to take every possible step to see that this is done.

As regards re-allocation of labour, it is pointed out that firms are already familiar with the procedure for releasing workpeople which the Ministry of Labour and National Service operated under the Essential Work Orders at establishments where there is a reduction in employment, and that arrangements on these lines for identifying those workpeople who are to be called up into the Armed Forces and those who can be released to return home or for other work of national importance will be continued. The firms are asked to assist the Ministry to make the best arrangements for putting workers no longer required on war contracts into touch with other jobs by notifying the Local Offices of the Ministry at the earliest possible moment of any

expected releases, in advance of any specific application to terminate employment which is required by the Essential Work Order in individual cases. Where considerable numbers of workpeople are to be released from a single establishment, arrangements can be made, if desired, for a representative of the Ministry to attend the meeting of the Joint Production Committee or other appropriate body to explain the principles and methods of selection of workpeople for release, and to indicate the alternative possibilities of employment. Firms are asked to consult the local representative of the Ministry on this aspect of the matter.

As a necessary first step in clearing factories of materials, partly manufactured goods, and plant, used in connection with war contracts but not wanted for civilian production, contractors are asked to have inventories made of the items concerned, retaining some of their staff, if necessary, in order to carry out the work quickly. Employers who have been operating dispersal units are urged to frame their plans in such a way as to release at the earliest possible moment any requisitioned premises which are wanted for peace-time purposes by their former occupants.

The letter states that manufacturers wishing to undertake preparatory work for post-war trade need no longer obtain specific authority from the Board of Trade, but they are asked to keep the Board informed of any important new developments in their early stages. Since demands for draughtsmen and certain other types of skilled workers will for some time exceed supply, the hope is expressed that firms will continue to do as much of their development work as possible with existing staffs; where, however, important work is likely to be seriously retarded by staff shortages, firms are advised to notify their requirements to the Local Offices of the Ministry of Labour and National Service. It will still be necessary for manufacturers to obtain licences for raw materials and for machinery and other equipment where they are still subject to control.

In conclusion, in cases of doubt as to the right procedure, firms are asked to consult the Regional Controllers of the Departments concerned; and Regional Boards have been asked to give every assistance possible to employers in carrying out the difficult adjustments from war to peace-time production.

EXPANSION OF CIVILIAN INDUSTRIES.

Although large numbers of men and women will be released from the Forces and from munitions work in the next few months, the numbers of workers available for placing in civilian industries in general will be considerably less than the total of the projected releases. In the first place, many of the released munition workers will exercise their right to withdraw entirely from employment, in order to go into retirement or to look after their husbands, families and homes. Many others of the released munition workers will be retained by their present employers for civilian production in place of war production. Some of the released workers—young men who have hitherto remained in civil life by individual deferment—will be posted to the Forces to take the places of men released in Class B. Some women, too, may be expected to join the Auxiliary Services, for which voluntary recruitment within prescribed age-limits is still open. Secondly, as regards men and women released from the Forces, many of those who are released in Class A will wish to spend at least a part of their leave period (a minimum of 8 weeks, with extensions for foreign service) as a holiday, before taking up work as civilians. A certain number (married women, particularly) will want to take up or resume housekeeping and not to enter other employment. Many of the others released in Class A will exercise their reinstatement rights and return to their former employers. All of those released in Class B will be sent into the specific reconstruction employments for which they were released. It should be remembered also that normal "wastage" from industry by old age, infirmity, sickness, marriage and death will continue and must be taken into account.

Though, therefore, there will be more man-power available for civilian industries and services in the next few months, there will still be a long way to go before the switch over to peace time conditions can be completed. The problem to be faced is how best to ensure that such labour as will now become available can be guided into the places and tasks where it is most needed from the standpoint of the national interest. In this connection, it is the policy of the Government to use persuasion rather than compulsion in guiding the workers released from munitions work into other employment. In accordance with this policy, released munition workers in general will have a range of alternative employments open to them. So far as ex-Servicemen and women are concerned, the vast majority of those released (*i.e.*, those in Class A) will have complete freedom of choice of employment while they are on release leave and will not be asked to give up any work they may find for themselves during that period. It is only if they are unemployed or become unemployed after the expiry of their release leave that those who are within the scope of the Control of Engagement Order will become subject to its provisions.

Basic Industries and Essential Services.—Having regard to these considerations, the Government are anxious that the public should know what are the industries and services in which the need for additional man-power, from the point of view of the national well-being, is considered most pressing. The following is a short list of such industries and services (in alphabetical order, not in order of priority):—agriculture and ancillary industries; boot and shoe manufacture; building and building materials; clothing; coal mining; coal distribution; food (bread, fish, sugar, meat and bacon); food distribution; gas and electricity; General Post Office (telephonists and telegraphists in London); hospitals; laundries; N.A.A.F.I.; printing and bookbinding; road and rail transport; sea fishing; textiles (especially the cotton industry); and Women's Land Army.

Articles have been published in earlier issues of this GAZETTE relating to the steps which are being taken to stimulate the flow of workers into the building materials industries (July issue, page 111) and the textile, clothing, footwear and food industries, including agriculture and sea fishing (August issue, page 128), and a statement by the Minister of Labour and National Service dealing with the building industry appears on page 156 of this issue. Particulars are given below in respect of road and rail transport, laundries, domestic service, nursing, printing and bookbinding, and telegraph and telephone services. A further announcement will be made shortly with regard to coal mining and coal distribution, and the production and supply of gas and electricity.

It is pointed out that all the industries and services mentioned above are in urgent and acute need of workers, and that special efforts are now being made by the Government to assist them by promoting the re-transfer of their experienced ex-operatives from munitions work, and by encouraging others (including men and women leaving the Forces) who are looking for new jobs to consider these industries and services as possible openings for settlement in permanent employment.

ROAD AND RAIL TRANSPORT.

The road and rail transport services have vacancies immediately for some 30,000 men and women. Many more workers will be needed, however, during the next few months if services are to be maintained at the necessary levels. On the railways, civilian passenger and goods traffic is steadily increasing while at the same time heavy demands still continue for military purposes. Passenger services cannot be fully restored until the necessary labour is available and until the considerable arrears in the repair and replacement of locomotives and rolling stock

can be overtaken. On the roads, also, passenger services are still far short of public requirements and there is an urgent need for their improvement, especially in rural areas. During the war, road and rail services (excluding railway locomotive, carriage and wagon workshops and ancillary businesses) released for the Services and war factories some 220,000 men, out of a pre-war total of roughly a million. They have been able to carry on only by the adaptability of British women, of whom 150,000 joined the industry during the war.

So far, in spite of the priority given to certain transport vacancies, it has not been possible to provide anything approaching the numbers required. Further efforts are therefore being made, by co-operation between the Government Departments concerned, to speed the return of former transport workers and attract new entrants.

Some particulars of the numbers urgently required and the conditions of work and prospects of advancement in the main fields of employment are given below.

Railways.—Workers are wanted in the first instance as goods and parcel porters, engine and carriage cleaners, engine shed workers and labourers for the permanent way and other sections. From these basic grades, workers may be upgraded to many other grades, including shunters, signalmen, guards, firemen, drivers, train examiners, capstan-men, carters, gangers and signal and telegraphic linesmen. In the operating and permanent way grades there are vacancies for about 11,400 men and 1,650 women. At least 1,000 additional clerical workers are wanted mainly for booking and goods offices; openings exist for both adults and juveniles. Railway workshops offer opportunities for almost every type of engineering and ample opportunity for training for those who wish to follow this career; the total immediate vacancies are about 4,000.

Road Passenger Transport.—There is an urgent need for suitable men to be trained as drivers of public vehicles. There are also many vacancies for men and women as conductors. The total number of vacancies is about 12,000, including 3,660 for public service vehicle drivers and 5,610 for men and women conductors. Promotion is usually from conducting to driving. Some drivers may secure promotion in the same undertaking, to inspectorships or even to higher posts.

Road Haulage.—Motor drivers are urgently needed, particularly for heavy vehicles, and there are at present some hundreds of priority vacancies. Provided he has the right kind of character, possesses ability and has had a fair level of education, a driver in any of the larger firms can hope to get a foreman's job and may become a traffic manager, though many prefer the life on the road and the freedom which it affords.

Motor Vehicle Repair.—It is becoming increasingly difficult to maintain road vehicles engaged on work of national importance, and without additional labour it will be quite impossible to deal with demands of private owners following the restoration of the basic petrol ration. There is a serious shortage both of fully skilled men—mechanics, body builders and electricians—and of garage hands. The number of priority vacancies for motor fitters and mechanics alone is 1,400 (including priority vacancies for work on public service vehicles).

LAUNDRIES.

The problem of labour for laundries has been difficult for some time and, despite the steps which have been taken by the Ministry of Labour and National Service in co-operation with the Board of Trade, the position has continued to deteriorate. In London (with one-third of the country's total capacity) the labour force has fallen since 1939 by something like 50 per cent.

Laundries are now made use of by all classes over the whole country and the maintenance of adequate laundry services is essential. The importance of these services is indicated by the fact that a laundry with 100 workers can deal with the washing of 2,500 families.

In conjunction with the Directorate of Laundry Services of the Board of Trade, the Ministry of Labour and National Service have taken the following steps to assist laundries:—

(1) Laundries in London and the South Eastern Counties have very high preference for their vacancies. In the three months ended 17th July, 1,645 men and women were placed in laundry work by Local Offices of the Ministry in the London and South Eastern Region; but there was a list of outstanding vacancies amounting to 3,865 at the same date.

(2) Laundries throughout the country have been given high preference in the filling of vacancies as suitable labour becomes available.

(3) Some labour is being brought from Éire, but billeting creates difficulties in the application of this method of relieving the situation.

(4) In a few suitable laundries, Italian prisoners of war have been satisfactorily used.

(5) Arrangements have recently been made, by inter-Departmental agreement, for up to 2,000 former laundry operatives who are willing to go back to laundry services in London to be released from their present employment in order to do so.

Conditions of work in laundries are good, and wage rates have been agreed between the two sides of the industry; in most cases laundries are paying more than the agreed rates. That laundry work is healthy is proved by the low illness rate among the older women who worked in laundries throughout the war when very few young women were available. Men are required for the heavier work of the wash-houses and women for the lighter. At the present time there are, throughout the

country, approved vacancies for nearly 9,000 women and nearly 1,000 men in laundries; 4,000 workers are needed in the London and South Eastern Region; 1,200 in the Manchester Region; and 1,100 in the Southern Region.

DOMESTIC SERVICE.

There is a shortage of domestic workers in (a) hospitals and institutions for the care of young children, the sick, the disabled and the aged; (b) hostels and canteens for workers in factories and on the land; (c) educational institutions—universities, colleges and schools—particularly in the services which provide school meals; and (d) private households, especially those which are within the scope of the "home help" and "domestic help" schemes for meeting exceptional hardship. Outstanding vacancies in these four groups together number over 35,000. Of these, nearly one-half are in private homes where, because the household includes young children or elderly and infirm folk, or because the housewife herself is ailing or physically incapacitated, the lack of domestic help constitutes a real and serious hardship. Of the other vacancies, the majority are in hospitals and similar establishments.

Private Domestic Employment.—So far as domestic help in private households in general is concerned, it is not possible to hold out any hope of an early easement of the present situation. It is essential that the very limited number of workers who are forthcoming at any given moment for domestic employment should be placed where they are most urgently needed—in hospitals and similar institutions and in those private households in which, for the reasons indicated above, the lack of domestic help causes exceptional hardship.

The problem of the post-war organisation of private domestic employment was dealt with very fully in a Report presented to the Minister of Labour and National Service by Miss Violet Markham, C.H., LL.D., D.Litt., J.P., and Miss Florence Hancock, O.B.E., and recently published.* The Government has not yet made a statement as to any measures that may be taken on the basis of the recommendations contained in that Report.

"Domestic Helps" and "Home Helps."—In the supply of labour for private domestic service, first attention is given at present to households which include persons who are sick or infirm through old age or otherwise, and particularly those where there are expectant mothers, and which are thus peculiarly in need of domestic help. Towards the end of last year, Local Authorities were empowered by a Defence Regulation to make arrangements to meet that need, where it exists, by the establishment of local schemes for the supply of "Domestic Helps" in conjunction with the previous schemes for "Home Helps" in maternity cases. A number of Local Authorities have produced such schemes and these are now in operation. They will be specially needed during the winter months. All women who are able and willing to undertake full-time, regular part-time or emergency work as "Domestic Helps" under one of these schemes will be rendering valuable social service in assisting to maintain the health of the nation, especially in the event of an epidemic of influenza during the coming winter. Enquiries and offers of service will be welcomed at any Local Office or Resettlement Advice Office of the Ministry of Labour and National Service.

Hospital Domestic Employment.—There is a serious shortage of women for domestic work in hospitals. The number of vacancies outstanding, according to the latest returns, is more than 12,000. The position here is not the same as in private domestic service in general, since rates of pay and conditions of service have been laid down for adoption by hospitals, homes for the aged, etc., on the recommendation of the Committee over which Sir Hector Hetherington presided two years ago. Recruitment for vacancies in domestic work in hospitals which have accepted those rates and conditions has been and still is treated as being on the same footing as recruitment for many other forms of national service. Such work has accordingly been given high priority, and the power of direction has been used where required, though very sparingly since the general relaxation of labour controls.

About one-quarter of the total vacancies for hospital domestic workers in Great Britain are in the London and South Eastern Region, where there have been concurrent demands for domestic staff in hostels and clubs established for building workers and service personnel. Under arrangements recently made with the Belgian authorities, about 600 Belgian women have been brought to England to join the domestic staffs in London hospitals and to that extent the situation in the Metropolis has been eased. There is, however, still an urgent and widespread unsatisfied demand for women to return to or take up this work which, though it may appear to be merely ancillary to the care of the sick, the disabled, the young and the aged, is not less essential to that purpose than the work of the doctor or the nurse.

Training Facilities.—For some time past the Ministry of Labour and National Service have been using every possible means to urge women to come forward for this "priority job," even if they cannot go away from their homes. For those who have no experience of domestic work—some girls over 16, for instance—courses of training are available, with substantial wages and allowances during training. This training, which takes only four weeks, is designed to give women and girls a ground work on which they can build up experience and qualify for a career. Courses are provided for house-maids,

ward-maids, dining-room maids, and kitchen-maids; there are also special courses of longer duration for women and girls who wish to take up employment in large-scale cooking for a hospital or other institution. Full details of these training schemes can be obtained on application at any Employment Exchange or Resettlement Advice Office of the Ministry of Labour and National Service.

NURSING.

There is an acute demand for nurses for all types of nursing throughout the country and overseas. Vacancies exist for some 30,000 women trained nurses and student nurses. There is also a large unsatisfied demand for male nurses and male student nurses.

The present position is very largely due to the incidence of war casualties, the requirements of the Nursing Services of the Crown, the increased birth rate, and the wide extension of preventive measures allied to the provision of facilities in preparation for a nation-wide health service. Although the number of nurses employed increased during the war as the result of measures taken by the Ministry of Labour and National Service on the recommendation of the National Advisory Council for the Recruitment and Distribution of Nurses and Midwives, on which hospital authorities and nursing organisations are represented, more nurses are required. Hospitals and Local Authorities are making efforts to reduce the working hours of all nurses to a maximum of 96 hours per fortnight, as recommended by the Rushcliffe and Taylor Committees. Desirable improvements in conditions can only be achieved by securing more nurses.

Women are not compelled to take up nursing; but administrative arrangements provide that, with a very few exceptions, women willing to enter the profession can secure their release from war work or work to which they have been directed. Arrangements have also been made for women in the Auxiliary Services to be released if they have had six months' nursing experience within the last seven years and wish to return to the profession.

The Ministry of Labour and National Service, with the support of the Health Departments, have recently conducted an intensive publicity campaign, designed to attract recruits for sanatorium nursing, where there is a great need for nurses. This is now being extended in order to encourage recruitment for all types of nursing. In addition to inviting women to become student nurses with a view to State registration, attention is being drawn specially to the opportunities open to women to become State enrolled assistant nurses. This is a new category of nurse which is recognised by the State through the General Nursing Council, and designed to afford opportunities for women who desire to adopt nursing as their profession, but do not wish to qualify as State registered nurses.

PRINTING AND BOOKBINDING.

This industry is having increasing difficulty in meeting the demands put upon it by Government Departments and commercial houses which require priority services both for the running of their factories and for the revival of export business. Many newspapers, too, are having difficulty in carrying on, even with the present reduced size of newspapers. Between 1939 and 1944 the industry lost rather more than half its labour force.

The following steps have been taken to try to fill the most urgent of the vacancies, *i.e.*, vacancies for which H.M. Stationery Office have asked for special preference for printing for various Government Departments; vacancies in connection with the reprinting of the Electoral Register; vacancies sponsored by the Treasury for the printing of bank notes, cheques, etc.; and vacancies sponsored by the Board of Trade for educational and general printing:—

(1) Under a special arrangement, the Stationery Office were asked to nominate for return from munitions industries printing operatives previously employed by their printing contractors.

(2) The trade unions have assisted by nominating printing operatives to fill urgent vacancies.

(3) Special arrangements were made for the release of printers from munition work for the printing of the Electoral Register in May, 1945; further men are now required for the printing of the October lists (which are required by the Representation of the People Act).

(4) In conjunction with the Joint Industrial Council for the Printing Industry, the Board of Trade, and the Stationery Office, a "Nominated Workers" Transfer Scheme is now being operated.

(5) By instructions to Employment Exchanges, all printing operatives or binding workers who go to the Exchanges are now placed in those industries.

(6) Former printing and binding operatives with one year's experience are given priority for release on "redundancy" in other employment.

All types of skilled and experienced workers are required in both printing (including the printing of newspapers) and binding, particularly compositors, monotype and linotype keyboard operators, and letterpress machine minders. The following categories are also required urgently: folding-machine operatives, guillotine cutters, camera operators, warehouse men and women, lithographic one- and two-colour machine minders, copperplate machine minders, blue print and true-to-scale operators, women binding operatives, gravure retouchers and assistants, letterpress machine feeders, and printers' readers.

* See the issue of this GAZETTE for June, 1945, page 96.

GENERAL POST OFFICE : TELEGRAPH AND TELEPHONE SERVICES.

From the beginning of the war there has been a continuous increase in local and trunk telephone calls. Long-distance traffic has nearly doubled. Increasing demands are now being made owing to the turnover of trade and industry from war to peace conditions and the movements of the population. More than 73,000 men and women from the Post Office joined the Armed Forces and Civil Defence Services, of whom only a few have yet returned. There is a staff shortage, which is acute in London, and a high rate of wastage due to abnormal conditions.

Every effort is being made by the Post Office, in conjunction with the Ministry of Labour and National Service, to obtain the required staff; but a steady flow of recruits will be required to fill vacancies. In London, in particular, more telegraphists and telephonists are urgently needed.

EXPANSION OF THE BUILDING INDUSTRY.

STATEMENT BY THE MINISTER OF LABOUR AND NATIONAL SERVICE.

In the course of an address on 24th August to the National Delegate Conference of the Amalgamated Union of Building Trade Workers at Aberdeen, Mr. George Isaacs, Minister of Labour and National Service, said :—

"First of all I want to take this opportunity of paying a well deserved tribute to the work of the building trade unions during the war. Throughout these years they showed readiness to undertake any and every kind of work for which their skill and experience were needed. The work they have done in repairing bomb-damage is, of course, well known, but not so much knowledge has been available to the country generally of the vital part the building industry played when aerodromes, hospitals, huts and all sorts of other accommodation had to be made ready on a vast scale for the use of our American Allies. To enable that work to be done within the short time then available, and under the adverse conditions which then prevailed, men in the building industry and particularly men in the Amalgamated Union of Building Trade Workers willingly undertook any kind of work irrespective of craft. They held themselves available to move at a moment's notice to any part of the country. Hundreds of thousands of transfers were made in this way, and the aerodromes, the hospitals and the other essential buildings were ready on time. No praise can be too high for the effort which was then made.

"The future gives no prospect that the demands of peace time production will be any lighter than those of the last six years. Now that the war with Japan is over, we are determined to get on with the housing programme with the utmost vigour. That becomes unquestionably the primary objective of the building industry. Our object must be to build as many houses as possible as quickly as possible and to leave nothing undone which will help to provide homes for the men returning from the Forces and to raise housing standards generally. For that purpose a great expansion of the building labour force has been planned.

"It is estimated that the labour force at the end of June, 1945, was 550,000, consisting of 400,000 building workers and 150,000 civil engineering workers. Since then, the labour force has begun to be increased by releases from the Forces and by transfers from other industries. By the end of July, over 6,000 former building trade workers who were registered on 16th June, had been replaced in building employment, nearly 3,000 were in course of being re-transferred to it and a further 28,000 were under immediate consideration for building jobs. That is a good start, but no more than a start. The combined labour force of the two industries is now probably approaching 600,000, but that number has to be more than doubled. The end of the war with Japan means that a much quicker release of men from the Forces and from munitions work is certain, and we are aiming to raise the labour force of the two industries to 1,120,000 by June of next year, of which some 905,000 will be in the building industry. In any event there will be in the coming months a very rapid intake of workers into the industry and the goodwill of all concerned will be needed to absorb the newcomers into the industry, and into the places where they are most needed, without friction.

"The principal sources of increase will be the release from the Forces of former workers in these industries, and the return of former workers from munitions and other industries. These men coming back to their old trades will be a most valuable addition to the strength of the industry which has sadly missed their services during the war years. It is to them that we must look for help in the next few months in getting a good start made in the provision of new homes and in the repair of the damage and neglect from which so many existing homes have suffered during the war.

"The post-war building programme, however, looking forward for a period of ten or twelve years, will need a much bigger labour force than could possibly be obtained by merely re-absorbing the old workers in the industry. A building labour force of some 1,250,000 will be wanted and can be assured of steady work for many years to come. Taking full account of the returning workers, there will still be a big deficiency in the numbers of skilled craftsmen, and it is primarily on the supply of craftsmen that the quantity and quality of production depends. This deficiency can only be made good by special means.

"In the long run we must rely on a much increased and steady inflow of young people into the industry through apprenticeship. That is the life blood of the industry and it is very gratifying to know that the Building Apprenticeship and Training Council have devoted themselves with enthusiasm to formulating a proper scheme of apprenticeship calculated to attract the right lads. That scheme has been whole-heartedly accepted by the industry and it only remains now for the representatives of the industry, right down in the various localities, to ensure that it is carried out as intended. Without a well-ordered apprenticeship scheme carried out under the proper supervision of the employers and the unions there can be no hope of attracting the best types of youth into the industry for a career. Owing to the present difficulties of finding sufficient openings for apprentices in the normal way, a scheme for the training of apprentices under Apprentice Masters on building works specially set aside for the purpose has been introduced to supplement the industry's normal training resources. So long as this special arrangement is found to be necessary, it is hoped that it will receive general support. Then again special arrangements are being made for those whose apprenticeship has been interrupted by war service, of whom there may be some thousands, and under this scheme they will qualify as craftsmen within a reasonably short period after release from the Forces.

"But it takes a long time to train apprentices, and the immediate need of skilled labour during the next four or five years can only be met by the rapid training of adults on a large scale. A scheme has, therefore, been worked out in consultation with the industry under which suitable candidates will be given six months' training in Government Training Centres, supplemented by a further period of fourteen months' training with an employer. Training Centres for this purpose are being provided as rapidly as possible and at intervals over the next year or eighteen months many new Centres will be opening, all specially equipped to provide practical training. Training will be given in the various building crafts. The general standards to be observed in selecting applicants for training as well as the special requirements of individual trades have been agreed with the special Training Committee of the industry which has devoted a great amount of care and thought to making the arrangements as perfect as possible. Most detailed syllabuses of training have been worked out with this Committee, on which Mr. Luke Fawcett, the General Secretary of your Union, has been a leading figure. To ensure that only good potential tradesmen are accepted for training, Local Advisory Committees, consisting of local representatives of the organisations of employers and operatives, are being set up to assist the officials of my Department in selecting suitable candidates and in ensuring that a high standard of training is kept up. All trainees will be given a "Passing out" test, after which they will be placed with firms approved by the industry, who will employ them and pay them at special rates agreed with the National Joint Council of the Building Industry, giving them additional training and any help which they may need. Firms employing trainees during this fourteen months' period may receive from the Ministry of Labour and National Service a weekly fee in respect of each trainee. After that the trainees can be confidently accepted as fully-trained and competent craftsmen. Let them then be welcomed into the ranks of the industry and let there be no discrimination against them on account of the novel method of their entry into the industry. They will indeed be badly needed.

"In working out all these schemes, for interrupted apprenticeship, for normal apprenticeship and for the training of adults, the building trade unions have played a vital part. Without their help nothing could have been achieved. In particular, the working out of the adult training scheme has involved not only much intricate detail and hard work, but also a bold departure from old-time policy, and a recognition of the need to depart for a few years from long-cherished trade union practice. The result is a constructive measure of first-rate importance which will help the building industry, in solving its own problems, to play its proper part in national reconstruction. It has required imagination and vision on the part of those who have worked it out and these qualities have been forthcoming on the part of trade unions and employers' organisations alike. When the job of doubling the size of the industry in a few years has been accomplished, then the more normal methods of apprenticeship, in a more regulated and effective way than ever before, should be in a position to maintain the industry at its proper level.

"The housing problem will not, however, be solved merely by increasing the number of men employed in the building industry. It will be necessary for those now employed in the industry and those who will be added to them to give the best work of which they are capable. In the provision of houses for the men coming back from the Forces and for others, there is the strongest possible motive for good work. It is hoped that the trade unions will not close their minds to new ideas which, without endangering the conditions of their members, might serve to increase the rate of production of houses.

"There has naturally been some apprehension as to the effect on the industry of new methods of prefabrication, particularly of temporary houses. These expedients are designed to meet the extraordinary needs of the moment and there really need be no fear that they will be pushed so far as to endanger the employment of the traditional building craftsmen in their traditional crafts. Normal building methods will most certainly

continue to provide work for all the craftsmen who can possibly be made available. The need for building for many years to come will be far more than sufficient to keep the industry fully employed. The industry can therefore confidently look forward to a long period of prosperity.

"I now turn to a subject in which great advances have been made during the past few years—the physical comfort and general welfare of building workers, and particularly those engaged on big contracts in rural areas, and those brought to London for repair of bomb-damage. There has been a radical change in the outlook of contractors on matters of this kind, and the progress aimed at—and achieved—during the war must not receive any setback. Personally I shall do all I can to ensure that the "bad old days," when very rough conditions were considered to be good enough for building workers, do not return. The revision of the codes of safety regulations for the building industry is overdue, but a provisional draft of regulations to be made under the Factories Act, 1937, covering safety, health and welfare was published at the beginning of this year as a basis of study and discussion. The revision of regulations of this kind is not a task to be undertaken lightly, but I do wish to impress on all concerned that there is no time to be lost, and I appeal to them to co-operate with my Department in pressing on with this important work.

"In conclusion I want to say a word about industrial relations. During the war years there has been no serious trade dispute to hold up production in the building industry. This in itself is a striking tribute to the relationship which has been maintained by the joint machinery, and the industry is fortunate in having such a well-trying and smooth working procedure available. I have mentioned earlier the great help and co-operation we have had from the National Joint Council in working out schemes of training, but this is by no means the only sphere in which they have made an important contribution to the work of my Department. I am sure I can continue to rely on their services and advice in dealing with the various problems which are bound to arise during the great expansion of the building industry which lies ahead."

BUILDING AND CIVIL ENGINEERING INDUSTRIES.

STATISTICAL TABLES RELATING TO EMPLOYMENT IN WAR-TIME.

Tables compiled by the Ministry of Works have recently been published showing statistics relating to the building and civil engineering industries in Great Britain* derived from the registration returns made under Regulation 56AB of the Defence (General) Regulations, 1939, and subsequent Statutory Rules and Orders.†

The returns showed that in July, 1941, there were 61,928 firms in the building and civil engineering industries employing operatives on the last pay-day of the month. By November, 1942, this figure had fallen to 43,434, and there was a further reduction to 40,931 in October, 1943. Between November, 1942, and October, 1943, the number of firms with 1,000 or more operatives declined from 69 to 39; at both dates about 90 per cent. of the firms covered had less than 20 operatives each.

In October, 1943, about 57 per cent. of the firms were classified as general builders; they employed about 42 per cent. of all the operatives covered by the returns. Less than 4 per cent. of the firms were classified as building and civil engineering contractors, but they employed nearly 38 per cent. of the operatives.

The total number of male operatives, aged 16 and over, employed by building and civil engineering firms which furnished returns declined from nearly 777,000 in January, 1942, to 512,500 in October, 1943. The Table below shows the numbers employed at January, May and November, 1942, and October, 1943, analysed according to the principal occupations; comparable figures for July, 1941, are not available. The figures exclude clerical workers; at October, 1943, these numbered 48,600, of whom 33,100 were males and 15,500 females.

Occupation.	January, 1942.	May, 1942.	November, 1942.	October, 1943.
Thousands				
Joiners and Carpenters ..	118.7	108.6	91.3	75.0
Bricklayers	94.1	88.5	75.2	59.0
Slaters and Tilers ..	12.3	12.8	10.6	9.1
Plasterers	19.4	19.6	17.0	14.9
Painters	59.7	63.1	60.9	61.7
Plumbers and Glaziers ..	40.2	38.9	34.5	31.0
Electricians	3.4	3.7	3.7	2.5
Fitters (Heating, Ventilating and Domestic Engineering)	5.4	5.5	4.6	2.1
Other Operatives	423.7	396.5	327.4	257.2
All Operatives	776.9	737.2	625.2	512.5

The statistics quoted above are exclusive of a large number of firms which made returns as being active in the months to which the returns related, but had no operatives on the last pay-day of the month. The number of such firms varied between 27,000 and 31,000 during the period under review.

Statistics are also given showing the value of work done in different periods during the war.

* Statistical Tables relating to the Building and Civil Engineering Industries in War-time. H.M. Stationery Office; price 3d. net (4d. post free).

† See, for example, *The Building and Civil Engineering Labour (Returns) Order, 1943* (S. R. & O. 1943, No. 1337), which was briefly noticed in the issue of this GAZETTE for November, 1943 (page 161).

RELEASE FROM THE FORCES.

STATEMENT BY THE MINISTER OF LABOUR AND NATIONAL SERVICE.

The Minister of Labour and National Service made a statement on 5th September regarding release from the Forces. He said that it was the Government's aim to secure the earliest possible return to their homes of the maximum number of men and women in the Forces. He referred to the statement by the Prime Minister, in his broadcast on 3rd September, that the re-allocation scheme devised by Mr. Bevin, when Minister of Labour and National Service, would form the basis of the demobilisation plan and that there would be no departure from its main principles, but that it was now possible for certain modifications to be made in the scheme in connection with Class B releases*.

Releases from the Forces, the Minister of Labour continued, began on 18th June, 1945, for Class A and on 16th July for Class B. They necessarily had to start slowly at that time because, following the European Cease Fire, a major deployment of our Forces for the war against Japan had to be effected. Apart from discharges on medical grounds and compassionate releases, during the first four weeks up to 16th July, 45,000 men and 25,000 women were released, making a total of 70,000. The weekly rate of release was thus 17,500. During the last two weeks in July, 35,000 men and 14,000 women were released, making a total of 49,000. The weekly rate of release had thus increased to 24,500.

Immediately on the termination of the Japanese war, which ended over a year before the date for which in common prudence they had to plan, the Government made a rapid survey of the man-power situation. Little over a fortnight before, many thousands of men of all three Services were being trained and assembled to proceed to South East Asia and the Pacific to take their part in the Japanese war. It was manifestly impossible to adjust the vast machinery of release and re-deployment at a moment's notice, and it was inevitable that, at a time when large numbers of men and women in the Forces are being re-sorted and re-posted, there should be, particularly in this country, some persons with little or nothing to do for the time being. In particular, some men and women were bound to be temporarily unemployed while awaiting shipping to take them overseas as reliefs for men tour-expired or due for release.

As a result of this survey, the Minister said, he was able to announce in the House of Commons that the release of men and women from the Forces would be speeded up to the extent that about a million men and women would be released before the end of the year—in fact, the numbers released would be approximately 950,000 men and 145,000 women, making a total of almost 1,100,000, and, as the Prime Minister stated, the weekly rate of release for the rest of this year would average about 45,000. This was on present plans, but a further review of military requirements was being pursued with all speed. As it must necessarily involve a survey of our commitments throughout the world, consultation with our Dominions and Allies, and consideration of the transport facilities likely to be available for bringing troops home, it would obviously take a little time before it could be completed.

In his statement to the House of Commons on 23rd August the Minister had said that, as a result of the speeding up of releases, the release of Group 23 in the Army would commence before the end of 1945. This was an acceleration of our previous proposals, so far as the Army was concerned, to the extent of bringing forward into 1945 the whole of Group 21, Group 22 and part of Group 23.

The Minister went on to explain the very wide disparity between numbers in the various release groups, which had a substantial effect on the serial numbers of the Groups that would be reached by a given date. Thus, in the Army, numbers in the whole of Groups 1 to 10 amounted to no more than about 88,000, whereas the numbers in Groups 22 and 23 together were over 200,000 and in Group 26 alone there were more than a quarter-of-a-million. The bringing forward, therefore, of one only of these large groups represented a substantial speeding up of release from the Army. There was a similar disparity in the numerical strength of the release groups in the Royal Navy and the R.A.F.

There was also a wide disparity between the numbers in a particular release group in the Royal Navy, the Army and the R.A.F. Thus Group 26, which in the Army amounted to over a quarter-of-a-million, amounted to 16,500 in the Royal Navy and 52,000 in the R.A.F. It was therefore impossible for the three Services to keep in step as regards the release groups reached. Indeed, the true measure of the rate of release was not the serial number of the release group published, but the numbers and proportions of men and women released.

In view of certain statements that have been made, the Minister stated that he wished to make it clear that the only factors affecting the rate of release were on the one hand our commitments throughout the world (including the disposal of vast quantities of valuable equipment of all kinds) and on the other the availability of transportation by sea, air and land. Any suggestion that the speed of demobilisation was limited either by the employment situation at home or by inadequate facilities at the Dispersal Centres was untrue.

* The Prime Minister announced that releases in Class B were to be speeded up by offering release immediately to all those selected for this category, with quicker payment of war gratuities, etc.

Referring to the very serious man-power shortage, the Minister pointed out that our export and civilian industries had been drained of their man-power to provide men and women for the Fighting Forces and for war production. If the nation was to survive, these industries must be built up and re-established with all speed. Our export industries in particular must be revived at once so that we could pay for the food and the raw materials that were so vital to us. Also, we must expand our building labour force as rapidly as possible in order to build the homes so urgently needed.

As regards the effects of transportation difficulties on the rate of release from the Forces, the end of the Japanese war added to the demands upon shipping by the necessity for providing passages to this country, India or Australia for some 150,000 prisoners of war who were obviously entitled to high priority. All the ships and aircraft that could be made available for this purpose would be employed, but the distances to be traversed were very great. Our shipping liabilities had also been increased by the acceptance of responsibility for the South West Pacific, which was formerly undertaken by the United States.

Another matter that was affected by transport was the length of the tour of duty for the Army and the R.A.F. abroad. As recently announced in the House of Commons, this had been reduced, and the Government were anxious to avoid any breakdown in fulfilling the promises made to the men. The Government regarded it as important not to divert transport earmarked for bringing troops back to this country after an extended tour of duty abroad.

One further matter had recently been raised as a result of some prominence being given to a number of cases where men and women in the Forces were temporarily idle or under-employed. Suggestions had accordingly been made that such persons serving in this country should be released out of turn. Pledges have been given on more than one occasion to the men in the Forces that men serving overseas will be released as near as possible in their turn with men in the same release groups at home. The Government did not propose to depart from this principle and had no intention of breaking faith with members of the Forces overseas.

SICKNESS ABSENCE AMONG WOMEN IN INDUSTRY.

REPORT BY THE INDUSTRIAL HEALTH RESEARCH BOARD.

A Report entitled "A Study of Women on War Work in Four Factories"* has recently been prepared by the Industrial Health Research Board of the Medical Research Council. This Report is a sequel to an earlier enquiry on sickness absence among women in industry the results of which were summarised in the issue of this GAZETTE for April, 1945 (page 62).

Arrangements were made to interview 500 of the women covered by the earlier enquiry, of whom 250 had had the most, and 250 the least, sickness absence in the period, in order to throw light on the reasons for the unequal distribution of sickness absence among a factory population. The difference in sickness absence between the two groups was not found to be accompanied by equally clear cut differences in other respects. Although the results indicate that certain factory and home conditions were associated with increased sickness absence, the main interest lies in the information they provide about the attitudes of women to their work and environment, and they show the attitude of women to various factors associated with conditions inside and outside the factory.

The Report draws attention to the problems created by the tendency in industry to form increasingly large units and to extend the process of mechanisation, and to the fact that the worker's enjoyment of her work comes to depend more and more upon other factors, of which the social life of the factory is one of the most potent. The worker's feelings about many aspects of work are, it is pointed out, strongly affected by the social background. Dissatisfaction with wages, for instance, appears to depend not so much on the amount of money earned—provided it does not fall below accepted standards—as on inequalities in the rates or amount of payment between different individuals within the group. The enquiry also draws attention to the lack of social unity between different levels of the factory society and to the remote or non-existent contact between workers and other groups such as supervisors and managers.

CATERING WAGES COMMISSION.

SECOND ANNUAL REPORT.

The Catering Wages Commission, appointed by the Minister of Labour and National Service in July, 1943, have presented to the Minister their Second Annual Report, giving an account of their activities during the year ended 31st July, 1945. The Report, which has now been published by H.M. Stationery Office,† states that the Commission have completed the greater part of their enquiries in connection with machinery for regulating wages and conditions of employment in the industry,

and that they have made substantial progress in dealing with more general matters.

The Commission, having reached the view that the industry should be covered by a small number of Wages Boards rather than by a single Wages Board, made recommendations to the Minister in the course of the year for the establishment of four Wages Boards, namely, those for (1) unlicensed non-residential establishments; (2) licensed hotels and licensed restaurants; (3) public houses and non-residential clubs; and (4) unlicensed hotels and boarding houses, respectively. The first three of these recommendations have been implemented by Orders made by the Minister, and the fourth is now receiving consideration. The Report refers to a suggestion made to the Minister that the different sections of the industry might be assisted to set up voluntary co-ordinating machinery. Reference is also made to the exclusion from Wages Board recommendations of catering undertakings carried on by Local Authorities and in hospitals, schools and institutions. These classes of establishment present problems which the Commission are still examining.

In referring to their earlier Report on the Rehabilitation of the Catering Industry,* the Commission say that their specific recommendations have had almost universal support from the industry, and that they hope for energetic action by the Government. They make particular mention of their recommendation on the possible development of Government-owned hostels and camps as holiday centres.

The Commission state that they are engaged on a report on the staggering of holidays. In the meantime, they indicate their view that any measure of compulsion or regulation in this matter is undesirable and unworkable, and that the solution lies in the goodwill and co-operation of all concerned.

On the development of tourist traffic, the Report says that the Commission favour the establishment of a National Corporation with statutory powers. Such a body would also deal with the long-term development of the catering and holiday industries. A further report on the subject is promised. In the meantime the Commission note that the Government have accepted the suggestion made in their Rehabilitation Report that the Travel Association should be put in a position to undertake preliminary work in connection with the development of our overseas tourist traffic.

The Commission have continued their inquiries into training for the catering industry, and hope to secure agreement within the industry for a common scheme of basic training as part of the national system of technical education. A separate report on training for the industry is promised shortly.

The Annual Report concludes with an appreciation of the work of the assessors appointed to advise the Commission, and with a tribute to Mr., now Sir, Hartley Shawcross, K.C., M.P., who recently resigned the Chairmanship on becoming a candidate at the General Election. He had been Chairman since the establishment of the Commission two years ago.

An appendix to the Report gives some information as to the numbers of establishments and of persons employed in the catering industry. In the five sections of the industry for which Wages Boards have already been established or proposed, it is estimated that there are nearly a quarter of a million establishments. The number of persons employed in these establishments is estimated at about 760,000, of whom over 140,000 were males and nearly 620,000 were females. Part-time workers, to the number of approximately 37,000 males and 191,000 females, are included in these figures.

APPOINTMENT OF DEPUTY CHAIRMAN.

The Ministry of Labour and National Service announce that Professor T. M. Knox, a Member of the Catering Wages Commission, has been appointed to act as Deputy Chairman of the Commission to enable the work of the Commission to proceed pending the appointment of a Chairman. The Chairmanship has been vacant since the resignation of Mr., now Sir, Hartley Shawcross, K.C., M.P., before the General Election.

COAL MINING INDUSTRY.

PRODUCTION, EMPLOYMENT AND AVERAGE EARNINGS.

Provisional statistics relating to production and employment in the coal industry in Great Britain for the second quarter of 1945, together with comparable data for the previous quarter and for the second quarter of 1944, have recently been published by the Ministry of Fuel and Power in the Board of Trade Journal for 18th August, 1945. It is pointed out that, when comparing the figures for the second quarter of 1945 with those for the previous quarter, it should be borne in mind that the second quarter of the year included most of the V.E.-day holidays as well as part of Easter and the whole of Whitsun.

The quantity of saleable coal produced from mines in the second quarter of 1945 was 43,687,000 tons.† The average number of wage-earners on the colliery books was 715,400; the average number of wage-earners in effective employment

* Industrial Health Research Board Report No. 88. H.M. Stationery Office; price 9d. net (10d. post free).

† H.C. 2 of 1944-1945. H.M. Stationery Office; price 3d. net. (4d. post free).

* See the issue of this GAZETTE for March, 1945, (page 44).

† In addition, 2,208,000 tons of coal were produced at Government opencast workings.

(i.e., excluding those wage-earners who were absent for the whole of any week from whatever cause) was 648,800; the average output per wage-earner in the quarter was 61.1 tons; and the average output of saleable coal per manshift worked by all wage-earners was 0.99 tons. Disputes during the quarter caused a loss of nearly 204,000 tons of saleable coal, and recognised holidays a loss of nearly 3,822,000 tons. Accidents, breakdowns and repair to machinery, transport difficulties, etc., brought the total loss of output from causes other than absenteeism to 4,592,000 tons. The average percentage of shifts lost during the second quarter that could have been worked, excluding shifts lost through work not being available owing to recognised holidays, disputes, etc., was 15.1, of which 6.5 per cent. was due to voluntary absenteeism (i.e., absence for which no satisfactory reason was given) and 8.6 per cent. to involuntary absenteeism. For workers at the coal face the percentage of absenteeism was 17.8, for other underground workers 16.1, and for surface workers 8.8.

Provisional figures are also given relating to costs of production, proceeds and profits of the coal mining industry for the first quarter of 1945, particulars for the second quarter not yet being available. The total cost of production, per ton disposable commercially, was 34s. 9d., of which wages costs accounted for 24s. 9d. The average weekly cash earnings of wage-earners of all ages were £5 14s. 6d., and the average cash earnings per manshift worked were about 22s. 5½d. The value of allowances in kind averaged 4s. 5d. a week and 10.38d. per manshift worked.

POST-WAR EMPLOYMENT POLICY IN CANADA.

The Dominion Government of Canada have issued a White Paper, entitled "Employment and Income," dealing with the problem of employment after the war. In this paper, which is briefly reviewed below, the Dominion Government declare the maintenance of a high and stable level of employment to be a primary object of their policy and indicate the means by which they propose to endeavour to attain this objective.

The White Paper estimates that the employment of 900,000 persons over the level of 1939 "would provide a high level of employment for the population of June, 1944," and that, as each year passes, this figure will be increased by about 60,000, correspondingly with the natural increase in the population. The full increase in civilian employment, it is stated, will be neither required nor possible until after victory has been won in the Pacific; but initial steps towards achieving it must be taken during the period, designated Stage 2 of the war, between the cessation of hostilities in Europe and the achievement of victory in the Pacific. Remunerative employment and income in any economy, the Government point out, are provided by the expenditures that are made, and the Government propose to use appropriate means to influence these expenditures in the interests of the maintenance of "full employment." The various forms of expenditure are considered under four main headings, viz., (a) export trade; (b) private investment in plant equipment and other capital goods; (c) consumption expenditures; and (d) Government expenditures; and the means by which the Government propose to influence these expenditures are set out, first, specifically in respect of Stage 2 of the war and, second, according to broad principles in respect of the succeeding period.

Export Trade.—Export trade, the Government point out, has been the greatest dynamic force influencing the level of national income and employment in Canada. An increase of about 15 per cent. in the amount of goods exported before the war would be practical and desirable as a post-war target. To achieve this the Government look to an expansion of total world trade, to be secured through international collaboration. The Government have pressed and are continuing to press actively for a wide collaboration in the reciprocal reduction and removal of trade barriers, and as further steps in the direction of collaboration they have participated in the development of the plans for the International Monetary Fund and the United Nations Bank of Reconstruction and Development, on which agreement was reached at Bretton Woods in July, 1944; moreover, they are prepared to make loans to the United Kingdom and to Allies whose territories have been over-run by the enemy, to enable them to finance their import requirements from Canada.

Private Investment.—In terms of post-war needs, the White Paper states, there is an abnormal amount of capital and maintenance expenditures to be made as soon as labour and materials are available, and prospects will be favourable after the war for the investment of private capital in industrial and commercial buildings and equipment, goods in stock, power and transportation facilities, exploration and development of natural resources, and housing. In order to encourage this investment, and thereby promote the expansion of employment, the Government propose to pursue a monetary policy aiming at the reduction of taxation and the continuance of low interest rates; to provide credit through the Industrial Development Bank for the establishment and expansion of industrial enterprises; to encourage the improvement of farm buildings and equipment by maintaining farm incomes and providing credits under the Farm Improvement Loans Act; and to give technical and financial assistance for housing and slum clearance projects. In the first

full construction year following the end of the European war, the Government will use their war-time controls and other means to assist the production of not less than 50,000 housing units.

Consumption Expenditures.—In Stage 2 of the war and for some time thereafter, consumption expenditures will tend to outrun the immediate capacity to put on the market the goods and services desired, and it will be necessary to guard against sharply rising prices. On the one hand, strong support to consumption expenditures will result from the deferment of purchases during the war, the large accumulation of individual savings and the provision that has been made for augmenting low family-income and the incomes of those affected by possible dislocations during the re-conversion period. On the other hand, a fall in some incomes may result from these dislocations. The Government propose to continue the measures taken for supporting and stabilising consumption expenditures and point out that they have given support to additional social security measures, the indirect effects of which will be to stabilise and enlarge consumption expenditures and promote employment.

Public Investment.—It is their firm intention, the Government state, to institute a system of managing their capital expenditures so that they may contribute to the maximum towards the stabilisation of employment and income. However, the deliberate use of public investment expenditure as a permanent instrument of employment policy has to be undertaken experimentally, and it will be necessary to frame policy to fit the facts of the Canadian economy. The Government believe that there will be wide agreement on making a substantial beginning along two lines, viz., (i) advance planning by the Dominion, provincial and municipal governments of investment expenditure projects, to be executed when prospective employment conditions make this desirable, and (ii) the implementation, in co-operation with the Provinces, of a new Dominion policy of expenditure on the development and conservation of national resources. Important fields for public investment that are specifically mentioned are the Yukon and the North West Territories, and civil aviation.

The execution of the programme set out in the White Paper will, it is pointed out, necessitate a high degree of mobility of labour as between occupations and between jobs and places. The Employment Offices and Placement Service will be expanded in scope and improved in quality, and grants to the Provinces have already been authorised under the Vocational Education Co-ordination Act for the training or re-training of persons discharged from the Services and of war workers. For the success of the programme it will also be necessary for wartime controls based on a condition of acute scarcity to be maintained until, as manpower, materials, productive capacity and transport become available in larger quantities, they become obsolete.

The proposals set out in the White Paper call for Government expenditures and revenues higher than the pre-war levels, but in the view of the Government post-war taxation at substantially lower levels than at present will be possible.

INCREASES IN WAGE RATES IN SWITZERLAND DURING THE WAR.

In the June issue of the official journal of the Swiss Federal Department of Economic Affairs, statistics are given showing the percentage increases, between October, 1939, and April, 1945, in the time rates of wages of various classes of workmen in five of the principal towns of Switzerland (Berne, Zurich, Basle, Geneva and Lausanne). The data from which the statistics are compiled relate to rates of wages for the normal hours, exclusive of overtime but including cost-of-living bonuses, family allowances, etc.

For the five towns combined, the average percentage increases between the end of October, 1939, and the end of April, 1945, in the time rates of wages for the principal occupations were as shown below:—

Occupation.	Increase per cent.	Occupation.	Increase per cent.
Bakers (in large bakeries) ..	27.3	Tinsmiths	40.1
Masons	34.4	Electrical wiremen ..	44.5
Carpenters	34.2	Hot water fitters ..	38.6
Slaters	33.6	Electric Power Stations:	
Tilers	25.8	Fitters	31.3
Plasterers	27.3	Unskilled workers ..	33.1
Painters	32.1	Tram and omnibus drivers	
Cabinet makers	31.9	and conductors	33.0
Builders' labourers	42.9	Labourers on railways ..	39.5
Hand compositors and print-		Motor drivers	32.8
ing machine minders ..	33.4	Horse drivers	35.2
Machine compositors ..	30.5	Unskilled workers in local	
Bookbinders	33.3	authority services ..	33.8
Bookbinders' assistants ..	44.3		

For all the occupations covered by the statistics the general average increase in rates of wages was 34.4 per cent. During the same period (from October, 1939, to April, 1945) the official index of working-class cost of living in Switzerland rose by approximately 50 per cent. In comparing these two figures, however, it should be observed that the data regarding wage rates relate solely to time rates and take no account of extra earnings due to overtime or piece work.

CHANGES IN RATES OF WAGES AND HOURS OF LABOUR IN AUGUST.

Rates of Wages.

In the industries covered by the Department's statistics,* the changes in rates of wages reported to have come into operation in the United Kingdom during August resulted in an aggregate increase estimated at approximately £194,000 in the weekly full-time wages of over 800,000 workpeople, and in a slight decrease in the wages of 3,000 workpeople.

The principal industries or services in which wage rates were increased during August were the railway service, iron and steel manufacturing, and textile bleaching, dyeing and finishing. Among other industries in which increases were reported were ironstone mining and quarrying, tinplate manufacture, tin box manufacture, road vehicle repairing, sugar confectionery and food preserving, tobacco manufacture, the baking trade in Scotland, jute manufacture and paper box manufacture.

Railway workers engaged in the manipulation of traffic were granted increases in war advances of 2s. 6d. a week in the case of men and women and 1s. 3d. a week in the case of juniors; standard rates were also increased by amounts ranging from 4s. 6d. to 9s. 6d. a week according to occupation and locality for men and by 2s. 6d., 3s., or 4s. a week according to age for boys and youths. Increases in war advances and in standard rates were also granted to salaried staff. In the iron and steel industry (pig-iron manufacture, iron puddling, steel melting and rolling, etc.), the flat-rate additions to wages were increased by 3d. a shift for men and 2½d. or 1½d. a shift for youths and boys in most districts, under the operation of sliding-scale agreements based on the official cost-of-living index figure. Increases of similar amount took effect also in ironstone mining in some districts and in tinplate manufacture. In textile bleaching, dyeing and finishing in Yorkshire, Lancashire, Cheshire, Derbyshire and Scotland, increases of 1s. 7d. a week for men and 1s. 1d. for women (11d. in Scotland) in cost-of-living wage were granted, with smaller amounts for boys and girls.

The rates of wages of men employed in road vehicle repair workshops were advanced by 1d. an hour or 4s. a week, with proportional advances for apprentices, youths and boys. In the baking industry in Scotland the cost-of-living bonus fixed by agreement was increased by 2s. 6d. a week for workers with basic rates of 60s. a week or more and by smaller amounts for lower paid workers. There were also increases in the cost-of-living additions to the minimum rates fixed under the Wages Councils Act. The statutory minimum rates fixed under the Wages Councils Act were advanced by about 6½ per cent. for workers employed in the jute industry; by ½d. an hour in the time rates for men and women and piece work basis time rates and by smaller amounts for juveniles, in the sugar confectionery and food preserving trade; by 1s. 5½d. a week for men and by 11½d. for women and juveniles in the tobacco trade; by ½d. an hour for men and by ½d. an hour for women in tin box manufacture; and by 5s. or 7s. 6d. a week for men, by 4s. 9d. for women and by smaller amounts for juveniles in paper box manufacture.

There were slight reductions in the cost-of-living bonus payable to workpeople employed in iron-ore mining and limestone quarrying in Cumberland, and iron-puddling forges and mills and sheet mills in the West of Scotland.

Of the total increase of £194,000, about £21,000 was the result of arrangements made by joint standing bodies of employers and workpeople (including £2,000 under cost-of-living sliding scales arranged by such bodies); £18,000 was due to the operation of other sliding scales based on the official cost-of-living index figure, and most of the remainder was the result of direct negotiations between employers and workpeople or their representatives.

Hours of Labour.

No important changes in hours of labour were reported during August.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING AUGUST.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Mining and Quarrying.	South and West Durham.	6 Aug.	Limestone quarrymen	Flat-rate addition to wages, previously granted, increased† by 3d. a shift (2s. 10d. to 3s. 1d.) for men and youths 18 years and over, and by 1½d. (1s. 5d. to 1s. 6½d.) for boys.
	Cleveland	do.	Iron-ore miners	
	Cumberland	27 Aug.	Iron-ore miners	Cost-of-living bonus decreased† at the rate of 1½d. a shift for men and youths 18 years and over, and of 0.7d. for boys (calculated to the nearest halfpenny). Cost-of-living bonus after change, for 6 shifts worked: men and youths 15s. 3½d., boys 7s. 8d.
	West Cumberland ..	do.	Limestone quarrymen	Flat-rate addition to wages, previously granted, decreased† by 1½d. a shift (2s. 6d. to 2s. 4½d.) for men and youths 18 years and over, and by 1d. (1s. 3d. to 1s. 2d.) for boys.†
	North Lincolnshire ..	5 Aug.	Ironstone miners and quarrymen ..	Flat-rate addition to wages, previously granted, increased† by 3d. a shift (3s. 10d. to 4s. 1d.) for men, by 2½d. (2s. 10½d. to 3s. 0½d.) for youths 18 and under 21 years, and by 1½d. (1s. 11d. to 2s. 0½d.) for boys.
	Notts., Leics. and adjoining parts of Lincs., Northants. and Banbury.	do.	Ironstone miners and quarrymen and limestone quarrymen.	Flat-rate addition to wages, previously granted, increased† by 3d. a shift (4s. 6d. to 4s. 9d.) for men, by 2½d. (3s. 4½d. to 3s. 6½d.) for youths 18 and under 21 years, and by 1½d. (2s. 3d. to 2s. 4½d.) for boys.
	Great Britain ..	Pay day in the week commencing 13 Aug.	Men, youths and boys employed in the silica and moulding sand industry.	Basic minimum rate for men raised from 1s. 6d. to 1s. 7d. an hour; increase of 1d. an hour for workers with differential grades of skill whose rates were previously based on the minimum basic rate of 1s. 6d.; increases of 3s. a week. (48 hours) in minimum rates for youths 18 and under 21 years and of 2s. for boys.
Slag and Tar Macadam.	Great Britain ..	30 July	Timeworkers, piece-workers and shift workers employed at limestone and igneous rock quarries.	Increases of ½d. an hour in war bonus for men, and of proportional amounts, according to area scales, for youths and boys. Minimum rates after change for men 1s. 0½d. to 1s. 2d. an hour, according to area, plus 6d. war bonus, plus good time keeping bonus of 4s. for a full recognised normal working week.†
	Scunthorpe (certain firms).	6 Aug.	Men, youths and boys	Flat-rate addition to wages, previously granted, increased† by 0.3d. an hour (4.9d. to 5.2d.) for men, by 0.225d. (3.675d. to 3.9d.) for youths 18 and under 21 years, and by 0.15d. (2.45d. to 2.6d.) for boys.†
	Durham	1st pay day after 1 Aug.	Cokemen and by-product workers	Increase of 3 per cent. on basis rates making wages 107 per cent. above the basis rates.**
	do.	1st pay day after 8 Aug.	do.	Percentage addition to basis rates based on the average realised price of coke stabilised at 105 per cent.††
Coke Manufacture.	Cumberland, South Durham, Cleveland, Lincolnshire and Northamptonshire (certain firms).	5 Aug.	Men, youths, boys, women and girls employed at coke oven plants attached to blastfurnaces.	Flat-rate addition to wages, previously granted, increased† by 3d. a shift (3s. 10d. to 4s. 1d.) for men and for women and youths employed on men's work, by 2½d. (2s. 10½d. to 3s. 0½d.) for youths 18 and under 21 and for women†† employed on youths' work and by 1½d. (1s. 11d. to 2s. 0½d.) for boys and for girls on boys' work.
	South Wales and Mon.	7 Aug.	Cokemen and by-product workers ..	War allowance increased† by 4d. a shift (2s. 8d. to 3s.) for men and by 2d. (1s. 4d. to 1s. 6d.) for youths and boys for a maximum of 7 shifts worked.
Brick, etc., Manufacture.	England and Wales (certain firms).§§	13 Aug.	Excavator drivers or digger drivers employed in the making of building bricks (other than glazed bricks, Stock bricks, Fletton bricks and sand-lime or concrete bricks), tiles, chimney pots, etc.	Standard minimum rate adopted for all drivers 21 years and over, of 1s. 8d. an hour plus 3½d. war advances or 93s. a week of 48 hours plus good timekeeping bonus of 3s. a week in either case.

* The particulars of numbers affected by changes in rates of wages and working hours, and of the amount of change in weekly wages and hours of labour, exclude changes affecting Government employees, agricultural workers, shop assistants and clerks, for which classes the information available is not sufficient to form a basis for statistics. Where information is available, however, details of changes in the wages and hours of these classes are shown in the list of principal changes recorded. The estimates of the effects of the changes on weekly wages are based on normal conditions of employment and do not take into account the effect either of short time or of overtime.

† Under cost-of-living sliding-scale arrangements.

‡ Additional war bonus, previously granted, of 3s. a shift worked for men and youths and of 1s. 6d. for boys, remained unchanged.

§ No increase was granted to men employed at undertakings in which the basic minimum rate for men was already 1s. 7d. an hour or more.

|| These increases were awarded by the independent chairman of a conciliation meeting arranged by the National Joint Industrial Council for the Roadstone Quarrying Industry and are applicable to firms in that section of the industry. They do not apply to limestone quarry workers in West Cumberland, South and West Durham, Portland and certain other districts, whose wages are governed by local agreements.

¶ Wages continue to be supplemented by incentive bonuses of ½d. to 4d. an hour according to output.

** This increase took effect under an arrangement whereby wages fluctuate in accordance with a sliding scale based upon the selling price of coke. Flat-rate advances previously granted in addition to basis rates and percentages remain unchanged.

†† This change is the result of an agreement whereby wages are to be stabilised at the figure quoted until June 30th, 1948, subject to any additional percentage which may be brought about by the cost-of-living sliding scale in operation.

‡‡ Women aged 21 years and over are not to receive less than 4s. 8d. a shift, plus an addition of 66.5 per cent. and a flat-rate addition of 4s. 1d.

§§ This increase applied to building brick, etc., undertakings affiliated to the National Joint Industrial Council for the Clay Industries, the districts affected being the Northern Counties, the Midlands, certain areas of South Western England, North and South Wales.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING AUGUST—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Pottery Manufacture.	Great Britain	5 Aug.	Workpeople employed in the general stoneware industry.	War bonus increased by 6d. a day for men and women 21 years and over, by 4d. for those 18 years and under 21 and 2d. for those under 18. Bonuses after change: men 21 and over 3s. 6d. a day, women 21 and over 3s. a day, men and women 18 and under 21 2s. 2d. a day, youths, boys and girls under 18 2s. a day.*
Glass Manufacture.	Great Britain	1st pay day in Aug.	Workpeople employed in the glass container industry.	Minimum basic rates for able-bodied workers adopted as follows:—adult male dayworkers, 21 years and over, general labourers—1s. 2d. an hour, lister or similar truck drivers 1s. 2½d., batch mixers (as distinct from batch house labourers) 1s. 3½d., boilermen or stokers wholly employed as such 1s. 3½d., sorters 1s. 3d., foundrymen, gasmakers and furnacemen, up to 20 tons daily melting capacity 1s. 3d., over 20 tons daily melting capacity 1s. 4d.; adult male operators, shift workers—operators of automatic machines with 5 or more moulds, 3 or 3½ sets 1s. 6d., 4 sets 1s. 6½d., automatic machines with less than 5 moulds, 3 or 3½ sets 1s. 4½d., 4 sets 1s. 5d.; female dayworkers 3d. an hour at 14 years rising, according to age, to 9d. at 21 and over.†
Iron and Steel Manufacture.	Cleveland and Durham, West Cumberland and North Lancs., North Lincs., Derbyshire, Notts., Leics., Staffs., Northants. and South Wales and Mon.	5 Aug.	Workpeople employed at blast-furnaces, other than those whose wages are regulated by movements in other industries.	Flat-rate addition to wages, previously granted, increased† by 3d. a shift (3s. 10d. to 4s. 1d.) for men and for women and youths employed on men's work, by 2½d. (2s. 10½d. to 3s. 0½d.) for youths 18 and under 21 years and for women employed on youths' work and by 1½d. (1s. 11d. to 2s. 0½d.) for boys and for girls doing boys' work.
	West of Scotland	Pay period beginning nearest 1 Aug.	Workpeople employed at blast-furnaces, other than those engaged on maintenance work.	Flat-rate addition to wages, previously granted, increased† by 3d. a shift (3s. 8d. to 3s. 11d.) for men, with usual proportions for youths and boys, by 3d. (2s. 4d. to 2s. 7d.) for women 21 years and over, and by 1½d. (1s. 2d. to 1s. 3½d.) for girls.
	North-East Coast Area	5 Aug.	Iron puddlers and millmen.	Flat-rate addition to wages, previously granted, increased† by 3d. a shift (3s. 10d. to 4s. 1d.) for men, by 2½d. (2s. 10½d. to 3s. 0½d.) for youths 18 and under 21 years, and by 1½d. (1s. 11d. to 2s. 0½d.) for boys.
	Midlands and parts of South Yorkshire and South Lancashire.	Sunday preceding 1st pay day in Aug.	Workpeople employed at iron-puddling furnaces and iron and steel rolling mills and forges, other than those engaged on maintenance work.	Flat-rate addition to wages, previously granted, increased† by 3d. a shift (4s. to 4s. 3d.) for men and women 21 years and over, and youths employed on men's work, by 2½d. (3s. to 3s. 2½d.) for youths 18 and under 21, and by 1½d. (2s. to 2s. 1½d.) for boys.
	West of Scotland	Pay period beginning 27 Aug.	Workpeople employed at iron-puddling forges and mills and sheet mills.	Flat-rate addition to wages, previously granted, decreased† by 2½d. a shift (4s. 3½d. to 4s. 1d.) for men, by 2½d. (3s. 2½d. to 3s. 0½d.) for youths 18 and under 21, by 1½d. (2s. 1½d. to 2s. 0½d.) for boys, by 1½d. (2s. 3½d. to 2s. 1½d.) for women 21 and over, and by 0½d. (1s. 1½d. to 1s. 0½d.) for girls. (The additional war bonuses of 5s. a week for men and married youths and of 2s. 6d. for other youths and boys remained unchanged.)
	Great Britain||	5 Aug.	Workpeople employed in steel melting shops (melters, pitmen, slagmen, ladlemen, furnace helpers, gas producermen, semi-skilled workers and labourers, etc.).	Flat-rate addition to wages, previously granted, increased† by 3d. a shift (3s. 10d. to 4s. 1d.) for men and women, by 2½d. (2s. 10½d. to 3s. 0½d.) for youths and girls 18 and under 21 years, and by 1½d. (1s. 11d. to 2s. 0½d.) for those under 18.
	Great Britain¶	6 Aug.	Workpeople employed at steel sheet rolling mills.	
	North-East Coast Area	5 Aug.	Workpeople employed at steel rolling mills.	
	Barrow-in-Furness	do.	Rail millmen, merchant millmen, enginemmen, crane-men, etc.	
	Workington	do.	Steel millmen and labourers (data workers).	
	Scunthorpe	do.	Steel millmen, wagon builders and repairers.	Flat-rate addition to wages, previously granted, increased† by 3d. a shift (2s. 9d. to 3s.) for men and for women employed on men's work and by 1½d. (1s. 4½d. to 1s. 6d.) for youths and boys, and for women employed on youths' and boys' work.
	Bilston	do.	Steel millmen, maintenance men, etc.	
	West of Scotland	do.	Millmen, gas producermen, enginemmen, crane-men, firemen and mill labourers, semi-skilled workers and general labourers and locomotive drivers and firemen employed at steel rolling mills.	
	South-West Wales	do.	Workpeople employed in Siemens steel manufacture, other than bricklayers and carpenters.	Compensatory bonus granted to bring the existing minimum rates or minimum rates plus bonus to a sum not less than 126s. for a normal week of 47 hours.**
	Sheffield	1st full pay period after 18 June.	Fully-skilled roll turners, with a total remuneration of less than 126s. for a normal week of 47 hours, employed on timework and piece-work in rolling mills.	Increase of 1d. an hour or 4s. a week (48 hours) for men and of proportional amounts for apprentices, youths and boys. Minimum rates after change: skilled men—London area (within a radius of 15 miles from Charing Cross) 2s. 2½d. an hour, provinces 2s. 1½d.; semi-skilled men 2s. 0½d., 1s. 11½d.; other men 1s. 10d., 1s. 9d.; apprentices, youths and boys 20 per cent. of skilled men's rates at 14 years rising to 65 per cent. at 20.
Road Vehicle Repairing, etc.	United Kingdom	1st pay day after 20 Aug.	Men, apprentices, youths and boys employed in public repair workshops.	Increases of ½d. an hour in general minimum time rates for those paid at men's rates, of ¼d. for those paid at the rate for women 18 years and over, of ¼d., ½d. or ¾d., according to age, for youths and boys and of ¼d. or ½d. for girls.††
Tin Box Manufacture.	Great Britain	20 Aug.	Men, youths, boys, women and girls employed in the manufacture of tin boxes and other metal containers.	Flat-rate addition to wages, previously granted, increased† by 3d. a shift (3s. 10d. to 4s. 1d.) for men and women, by 2½d. (2s. 10½d. to 3s. 0½d.) for youths and girls 18 and under 21 years, and by 1½d. (1s. 11d. to 2s. 0½d.) for those under 18.
Galvanising	England and Wales‡‡	6 Aug.	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing.	Flat-rate addition to wages, previously granted, increased† by 3d. a shift (3s. 10d. to 4s. 1d.) for men, and for women 21 years and over employed on men's work, and by 1½d. (1s. 11d. to 2s. 0½d.) for other women and juveniles.
Tinplate Manufacture.	South Wales, Monmouthshire and Gloucestershire.	5 Aug.	Men, women and juveniles, other than those engaged on maintenance work.	Cost-of-living bonus increased† by 2·925d. a shift (4s. 0·525d. to 4s. 3·45d.) for men and by 1·4625d. (2s. 0·2625d. to 2s. 1·725d.) for youths and boys.
Tube Manufacture.	Newport and Landore	5 Aug.	Men, youths and boys	Increases† of 1s. 4d. a week (47 hours) for toolmakers, charge hands in hardening shops, rolling mills, tempering shops, shaking mills and colouring shops and fitters over 21 years, of 1s. for other male workers over 21, of 5d. for female pieceworkers and dayworkers and of proportional amounts for younger workers and apprentices.
Pen Manufacture and Stationers' Metal Sundries.	Birmingham and district.	Pay day after 1st Mon. in Aug.	Men, youths, boys, apprentices, women and girls.	

* These increases were agreed upon by the National Joint Wages Board for the General Stoneware Industry at a meeting held on 11th July.

† These rates were agreed upon by the National Joint Industrial Council for the Glass Container Industry and, in addition, war bonuses are paid of 6d. an hour for males 18 years and over, 4d. for females 18 years and over and 3d. for younger persons. The agreement provides that piece work prices may be arranged by local agreement and for shift allowances and week-end allowances. It also provides that the minimum rates for factories in the London district shall be 1d. an hour for workers 18 and over and ½d. an hour for workers under 18 above the rates elsewhere.

‡ Under cost-of-living sliding-scale arrangements.

§ Women aged 21 years and over are not to receive less than 4s. 8d. a shift, plus additions of 53·7, 62·5, 66·5 or 67·5 per cent., according to district, and a flat-rate addition of 4s. 1d.

|| These increases affected mainly the employees of firms which are members of the Iron and Steel Trades Employers' Association, the principal districts concerned being the North-East Coast, Cumberland, Lancashire, South Yorkshire (excluding Sheffield special steels district), the Midlands, South Wales and West of Scotland.

¶ These increases affected mainly the employees of firms which are members of the Sheet Trade Board, the districts concerned being Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire and the Glasgow district.

** This increase was the result of an award of the National Arbitration Tribunal dated 25th May, 1945, and, in compliance with the terms of the award, agreement was reached between the Sheffield and District Engineering Trades Employers' Association, the Sheffield District Rollers, Tilters and Forgers Employers' Association and the British Roll Turners' Trade Society on 17th August, 1945, with retrospective effect to the date shown.

†† These increases took effect under an Order issued under the Wages Councils Act. Details of the minimum rates are contained in the Schedule to the Order (S.R. & O., 1945, No. 921), obtainable from H.M. Stationery Office.

‡‡ This increase affected mainly the employees of firms which are members of the Galvanising Conciliation Board.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING AUGUST—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Light Castings Manufacture.	England and Scotland	13 Aug.	Men, youths and boys paid at time rates. Women and girls employed on work normally done by male labour. Women and girls employed on work normally done by female labour (including hand and machine coremaking).	Increases of 4s. 6d. a week in bonus for men, of 3s. 2d. for youths 19 and under 21 years in Scotland, of 2s. 9d. for other youths 18 and under 21 and of 1s. 3d. for boys. Rates after change, inclusive of bonus, for men include: moulders 99s. 1½d. a week, labourers 80s. 6d. Increases of 1s. to 4s. 0d. a week, according to age and period of service, in rates of wages for workpeople employed on time rates in skilled occupations and of 3s. 6d. (57s. to 60s. 6d.) for those employed as labourers. Increases of 3s. 6d. a week in bonus for women 21 years and over paid at piece rates and of 1s. or 2s. for younger workers. Increases of 3s. 6d. a week in bonus for women 21 years and over, of 2s. for those 18 and under 21 and of 1s. for girls. Rates after change, inclusive of bonus, hand coremakers 61s. 6d., other women 54s. 6d.
Woollen and Worsted.	Bury and district	1st pay day in Aug.	Workpeople employed in the manufacture of cloth (woven felt and cotton filter cloths) used for mechanical purposes.	Increases* of 1s. 7d. a week in the cost-of-living wage for men, of 1s. for women 18 years and over and of proportional amounts for juveniles.
Silk	Macclesfield district	1st pay day in Aug.	Workpeople employed in silk and artificial silk manufacture.	War bonus on earnings increased* from 3½d. to 4d. in the shilling.
Silk Dyeing and Finishing.	do.	Pay day in week ending 18 Aug.	Men, youths, boys, women and girls employed in silk dyeing and finishing.	Cost-of-living wage increased* from 32s. 8d. to 34s. 3d. a week for men, from 21s. 5d. to 22s. 6d. for women 18 years and over, by 1s. 1d. to 1s. 6d. a week for youths 18 and under 21 and by 8d. to 1s. for boys and girls. Minimum rates after change for adult timeworkers: men 77s. 3d., women 18 and over 48s., including cost-of-living wage and supplementary payment in each case.
Jute	Great Britain	17 Aug.	Men, women and juveniles employed in the jute industry, except those whose wages are regulated by movements in other industries.	Increase of approximately 6½ per cent. in all rates. General minimum time rates after change include: males—loom tenters 91s. 6d. a week, loom under tenters 23 years or over 72s. 7d., other adults 70s. 3d.; females—single spinners 46s. 10d. to 74s. 3d., double spinners 49s. 7d. to 71s. 3d., according to size of bobbins and number of spindles attended, with additional payment for sizes of yarn greater than normal, spinning shifting mistresses 58s. 11d., orra (or spare) spinners 18 years or over 47s. 3d., other female workers 18 years or over (excluding learners) 44s. 6d.†
Hosiery Manufacture.	Hawick	1st pay period in Aug.	Adult workers Apprentices	The flat-rate bonus increased* by 3s. 3d. a week (12s. 3d. to 15s. 6d.) for men and by 2s. 6d. (9s. 6d. to 12s.) for women; the percentage bonus of 40 per cent. on base rates remaining unchanged. The flat-rate bonus increased* by 1s. 6d. a week; the percentage bonus of 30 per cent. remaining unchanged.
Textile Bleaching, Dyeing and Finishing.	Yorkshire (majority of firms) and certain firms in Lancashire.‡	3rd pay day in Aug.	Workpeople employed in bleaching, dyeing and finishing (except foremen, charge hands, clerical, technical and welfare staffs, mechanics, plumbers, joiners, electricians, transport drivers, mates, porters, firers, enginemen, greasers, stuff pressers, cloth pressers, watchmen and caretakers).	Cost-of-living wage increased* from 32s. 8d. to 34s. 3d. a week for men and from 21s. 5d. to 22s. 6d. for women 18 years and over on timework, from 81½ to 85½ per cent. on basis rates for men and women on piecework (except pressers), from 61½ to 64½ for hand pressers, by amounts ranging from 1s. 1d. to 1s. 6d. a week for youths 18 and under 21 years and by 8d. to 1s. for boys and girls. Minimum weekly rates after change for adult timeworkers: men 77s. 3d. a week, women 48s., including cost-of-living wage and supplementary payment in each case.
	Yorkshire§	3rd pay day in Aug.	Skilled mechanics employed in dye works.	Increase* of ½d. an hour. Rates after change: skilled mechanics 2s. 1½d., workers who participate in a production bonus scheme based on their own production or a reflective bonus based on the earnings or production of others 1s. 11½d.
	Lancashire, Cheshire, Derbyshire (majority of firms) and certain firms in Yorkshire.||	3rd pay day in Aug.	Workpeople employed in bleaching, dyeing and finishing (except foremen, charge hands, clerical, technical and welfare staffs, mechanics, transport drivers, etc., machine printers, block printers and engravers).	Cost-of-living wage increased* from 32s. 8d. to 34s. 3d. a week for men on timework, from 31s. 7d. to 33s. 2d. for men on piecework, from 21s. 5d. to 22s. 6d. for women 18 years and over, by amounts ranging from 8d. to 1s. 6d. for youths and boys and by 8d. to 1s. for girls. Minimum weekly rates after change for adult timeworkers: men 77s. 3d., women 48s., including cost-of-living wage and supplementary payment in each case.
	do.	do.	Firemen, enginemen, greasers and assistant firers employed in bleaching, dyeing, etc., works.	Cost-of-living wage increased* from 38s. 3d. to 40s. 2d. a week. Minimum weekly rate after change for firers, 86s. 8d.
	Middleton	do.	Workpeople employed in bleaching, dyeing, printing and finishing.	Cost-of-living wage increased* by 1s. 7d. a week for men and by 1s. 1d. for women. Minimum weekly rate after change: men 77s. 3d.
	Scotland¶	do.	Workpeople employed in bleaching, dyeing, calico printing and finishing (except foremen, charge hands, clerical, technical and welfare staffs, mechanics, transport drivers, etc., machine printers, block printers, engravers, stuff pressers, and cloth pressers).	Cost-of-living wage increased* from 32s. 8d. to 34s. 3d. a week for men on timework, from 31s. 7d. to 33s. 2d. for men on piecework, from 19s. 11d. to 20s. 10d. a week for women 18 years and over, by amounts ranging from 1s. 1d. to 1s. 5d. a week for youths under 21 and by 7d. to 11d. for boys and girls. Minimum weekly rates after change for adult timeworkers: men 74s. 3d., women 44s. 10d., including cost-of-living wage and 4s. 6d. special payment.
	Lancashire, Cheshire, Derbyshire and Scotland.	do.	Skilled engravers employed in calico print works.	Cost-of-living wage increased* from 40s. 10d. to 42s. 10d. a week, special payment of 7s. 6d. a week remaining unchanged.
	do.	do.	Engravers employed in engraving works.	Cost-of-living wage increased* from 40s. 10d. to 42s. 10d. a week for men and from 22s. 10d. to 23s. 10d. for women, special payment of 7s. 6d. a week for men and 3s. for women remaining unchanged.
Retail Bespoke Tailoring.	Belfast	20 Aug.	Male and female workers, who are remunerated on the "log" system, employed in second class establishments.	Increases of ¾d. per log hour in in-workers' and out-workers' general minimum piece rates for male workers and of proportional amounts for female workers.**
Waterproof Garment Manufacture.	Lancashire and Cheshire (certain firms).	1st pay day in Aug.	Men, youths, boys, women and girls and male and female apprentices.	Increase* in cost-of-living bonus of 2½ per cent. on rates in operation at 3rd September, 1939, for men on time work and for pieceworkers and on revised rates operating from June, 1945, for women, girls, youths, boys and male and female apprentices on time work, making a total cost-of-living bonus of 35 per cent.
Shoe and Slipper Manufacture.	Rossendale Valley (Bacup, Waterfoot, Rawtenstall), Burnley, Bury, Great Harwood, Rochdale and St. Annes.	3, 8, 10 or 15 Aug. according to make up day.	Shoe and slipper operatives.	Increase* of 3½ per cent. on basis wages of 1920, leaving wages 3½ per cent. below basis wages.
Baking	Scotland	1st pay day in Aug.	Men, youths, boys, women and girls employed by private traders and co-operative societies.	Cost-of-living bonus increased* by 2s. 6d. a week (20s. to 22s. 6d.) for workers rated at 60s. a week or more, by 1s. 9d. for those rated at less than 60s. but not less than 40s., by 1s. 6d. for those rated at less than 40s. but not less than 30s., and by 1s. for those rated at less than 30s.††
	do.	1 Aug.	Men, youths, boys, women and girls	Increases* of 2s. a week in the payments additional to general minimum time rates for workers rated at 60s. a week or more, of 1s. 6d. for those rated at less than 60s. but not less than 40s., of 1s. 3d. for those rated at less than 40s. but not less than 30s., and of 1s. for those rated at less than 30s.‡‡

* Under cost-of-living sliding-scale arrangements.

† These increases took effect under an Order issued under the Wages Councils Act. Details of the minimum rates are contained in the Schedule to the Order (S. R. & O. 1945, No. 919) obtainable from H.M. Stationery Office.

‡ These increases applied to workers employed by firms which are members of the Yorkshire Master Dyers' Committee, the Bradford Dyers' Association Ltd., and the Employers' Federation of Cotton Yarn Bleachers, Dyers and Sizers (certain firms). Except in a few cases in the Bradford Area, the change did not apply in the dyeing and finishing departments of those woollen and worsted manufacturers who do their own dyeing and finishing.

§ This increase applied to workers employed by firms which are members of the Bradford Dyers' Association Ltd. (Yorkshire Branches only). || These changes applied to workers employed by firms, which are members of the Federation of Calico Printers, the Employers' Federation of Dyers and Finishers, the Employers' Federation of Bleachers and the Employers' Federation of Cotton Yarn Bleachers, Dyers and Sizers (certain firms).

¶ These increases applied to workers employed by firms which are members of the Scottish Federation of Dyers and Bleachers (Piece Goods).

** These increases took effect under an Order issued under the Trade Boards Acts (Northern Ireland). Details of the minimum rates are contained in the confirming Order of the Minister of Labour, obtainable from H.M. Stationery Office.

†† These increases resulted from an agreement between the Scottish Association of Master Bakers, the Scottish Co-operative Wages Board, the Federation of Wholesale and Multiple Bakers (Scottish Area), the Glasgow and West of Scotland Master Bakers' Association, and the Scottish Union of Bakers, Confectioners and Bakery Workers.

‡‡ These increases took effect under Orders issued under the Wages Councils Act. Details are contained in the Confirming Orders of the Minister of Labour and National Service, obtainable from H.M. Stationery Office.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING AUGUST—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Brewing	Edinburgh District and Falkirk.	1 Aug.*	Men and youths on men's work ..	Increase* of 1s. a week in cost-of-living bonus. Rates after change, inclusive of bonus: maltmen 90s., brewery labourers 84s.
Tobacco, etc., Manufacture.	Great Britain ..	1 Aug.	Men, women and juveniles ..	Additions on a time basis to minimum rates of both time and pieceworkers increased* by 1s. 5½d. a week for men and by 11½d. for women and juveniles. The additions are not to be counted in calculating overtime.†
Sugar Confectionery, Cocoa and Chocolate Manufacture and Food Preserving.	Great Britain ..	15 Aug.	Men, youths, boys, women and girls	Increases of ¾d. an hour in general minimum time rates for men, for women 21 years or over in specified occupations and for other women 18 years or over, of ½d. for boys and girls under 15 years and of ¼d. for other workers; increase of ¾d. an hour in piecework basis time rates.‡
Perambulator and Invalid Carriage Manufacture.	Great Britain ..	1 Aug.	Men, youths, boys, women and girls	Increases* of ¼d. or ½d. an hour, according to occupation, in general minimum time rates for men, of ½d. for women 21 years or over, of ¼d. for youths 18 and under 21 employed as porters or labourers, of 2s. a week for other youths and boys and of 3s. for girls. Piecework basis time rates remain 10 per cent. above the appropriate general minimum time rates.†
Coopering	Great Britain and Belfast.	1st pay day following 6 Aug.	Timeworkers, pieceworkers and apprentices.	Increases* of 1d. an hour in national minimum time rates for timeworkers, of 6½ per cent. on list prices for pieceworkers and of proportional amounts for apprentices on time work. Rates after change for journeymen: timeworkers—London 2s. 1d., elsewhere 2s., plus emergency bonus of 3d. an hour in each case; pieceworkers—basic rates plus 113½ per cent. plus emergency bonus of 3d. an hour.
Paper Box Manufacture.	Great Britain ..	24 Aug.	Men, youths and boys ..	Increases of 7s. 6d. a week (85s. to 92s. 6d.) in general minimum time rates for workers 21 years or over engaged in specified occupations in the manufacture of cartons, of 5s. for other men 21 years or over, and of 2s. 6d. to 5s. for younger workers; increase of 5s. a week (73s. 6d. to 78s. 6d.) in piecework basis time rate for male workers of all ages.§
	do. ..	do.	Women and girls ..	Increases of 4s. 9d. a week (41s. 3d. to 46s.) in general minimum time rates for women 18 years or over who have had at least one year's employment in the trade, and of 2s. 6d. to 4s. 6d. for younger workers; increase of 4s. 9d. a week (43s. 3d. to 48s.) in piecework basis time rate for female workers of all ages (including home-workers).§
Railway Service.	Great Britain ..	30 July	Workers engaged in the manipulation of traffic.||	(a) Increases in war advances of 2s. 6d. a week (25s. 6d. to 28s.) for men 20 years and over, of 2s. 6d. a week (21s. 6d. to 24s.) for women 20 years and over, of 1s. 3d. a week (12s. 9d. to 14s.) for male juniors, and of 1s. 3d. a week (10s. 9d. to 12s.) for female juniors. (b) Increases in standard rates ranging from 4s. 6d. to 9s. 6d. a week, according to occupation and locality for men 20 years and over, of 2s. 6d. a week for male workers 15 and under 18 years, of 3s. for those 18 years of age, and 4s. for those 19 years of age.
			Salaried staff and staff paid salary-equivalent rates, whose salaries do not exceed £500, including station masters, agents, clerks and supervisory staffs.	(a) Increase in war advances of £6 10s. a year or 2s. 6d. a week for men 18 years and over, of £3 5s. a year or 1s. 3d. a week for male juniors, of 2s. 6d. a week for women 18 years and over, and of 1s. 3d. a week for female juniors. (b) Increases in standard rates of £10 or £15 a year according to grade for men, of 3s. 6d. or 5s. a week for women, of £5 a year for male juniors and of 1s. 9d. a week for female juniors.
Roller Leather Manufacture.	England and Wales	2nd pay day in Aug.	Men, women and juveniles ..	Increases of various amounts as the result of fixing new minimum base rates, as follows:—all areas (excluding rural areas in Wales) men—skilled day workers 1s. 9½d. an hour, semi-skilled day workers (wet) 1s. 7½d., (dry) 1s. 6½d.; rural areas in Wales, men—skilled day workers 1s. 9½d., 1s. 5½d., 1s. 5½d.; youths and boys—6½d. at under 16 years rising to 1s. 4d. at under 21; women 20 and over 1s. 1d. when competent, girls 6d. at under 16 rising to 1s. at under 20; piecework rates fixed so as to enable the average worker to earn at least 25 per cent. above day work rates.
Saddlery and Harness.	Great Britain ..	Pay day in 2nd full week in Aug.	Adult male and female workers employed in the manufacture and repair of saddlery and harness by retailers.	National minimum basic time rates fixed for a working week of 48 hours, as follows:—skilled male workers—21 years and over who have served 4 years in the trade—saddlers and harness makers 2s. an hour, collar makers 2s. 1d.; skilled female workers 20 years and over 1s. 2½d. an hour. Piece work rates fixed to allow a worker of average ability to earn at least 15 per cent. above the hourly rates.¶
Brush and Broom Manufacture.	Great Britain ..	1 Aug.	Men, youths and boys ..	Increases* of ¼d. an hour in general minimum time rates and piece work basis time rates for workers of all ages who have served an apprenticeship of not less than 5 years and other workers 21 years or over (except indentured apprentices) with not less than 3 years' experience in specified occupations and for other workers 20 years or over and of ¼d. an hour for younger workers in most age groups; general minimum piece rates increased by 2½ per cent. (12½ to 15 per cent.).†
			Women and girls ..	Increases* of ¼d. or ½d. an hour in general minimum time rates for pan hands (except learners), drawing hands and proportional increases for pan setting learners; increase of ¼d. or ½d. an hour in piece work basis time rates; general minimum piece rates increased by 2½ per cent. (12½ to 15 per cent.).†
Milk Distribution.	Scotland ..	27 Aug.**	Men, women and juveniles employed in milk distribution at undertakings scheduled under the Essential Work (General Provisions) Order.	Increases of 5s. a week in general minimum time rates for male workers 21 years and over, of 4s. for females 21 years and over, of 3s. for males and females 18 and under 21 and of 2s. for those under 18.
Cinematograph Film Production.	Great Britain ..	1st pay day in Aug.	Laboratory workers ..	Bonus increased* by 1s. 6d. a week (24s. 6d. to 26s.) at 21 years and over and by 1s. (16s. 4d. to 17s. 4d.) at under 21.
	do. ..	do.	Cine-technicians whose normal salaries do not exceed £17 10s. a week.	
	United Kingdom ..	do.	Technical workers, including learners, employed in producing newsreels.	Bonus increased* by 1s. 6d. a week (24s. 6d. to 26s.) at 21 years and over and by 9d. (12s. 3d. to 13s.) at under 21.
	Great Britain ..	do.	Technicians, whose normal salaries do not exceed £17 10s. a week, employed on the production of short films.	
	do. ..	Beginning 1st full pay period after 1st Feb.††	Laboratory technicians and laboratory workers.	New minimum adult rates fixed for a 44-hour week ranging from 80s. a week to 200s., according to occupation; trainees 35s. at under 17 years rising to 70s. at over 21, plus current cost-of-living bonus in all cases.

* Under cost-of-living sliding-scale arrangements.

† These increases took effect under Orders issued under the Wages Councils Act. Details are contained in the Confirming Orders of the Minister of Labour and National Service, obtainable from H.M. Stationery Office.

‡ These increases took effect under an Order issued under the Wages Councils Act. Details of the minimum rates are contained in the Schedule to the Order (S.R. & O., 1945, No. 920) obtainable from H.M. Stationery Office.

§ These increases took effect under an Order issued under the Wages Councils Act. Details of the minimum rates are contained in the Schedule to the Order (S.R. & O., 1945, No. 922) obtainable from H.M. Stationery Office.

|| The workers concerned are those comprised within the "conciliation staff" and include workers in the locomotive department, such as drivers, motormen, firemen, cleaners and certain locomotive shed grades; all the traffic grades, e.g., guards, shunters, signalmen and station staff, goods department grades such as goods porters, checkers, cranimen, etc.; dock porters and dock cranimen, and certain staff afloat such as dredgermen and tugboat staff; permanentway men, signalmen, and telegraph staff, and also the staff employed on canals.

¶ These rates were agreed to between the Federation of Master Saddlers and Leather Goods Retailers and the National Union of Leather Workers. The rates quoted are minima and do not prevent the payment of higher rates and the operation of better conditions of employment.

** These increases were the result of an Industrial Court Award and were to operate as to one half of the amounts awarded as from the first full pay period after the 1st May, 1945, and as to the other half as from the first full pay period after the date shown above.

†† These rates were the result of an award of the National Arbitration Tribunal and were agreed to on 9th August and made retrospective to the date shown. The rates quoted are minima and are not to operate to reduce any existing rates which are more favourable to an employee than those provided by the award.

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 1st September, 1945.

		Food	All Items
Rise since July, 1914	.. ..	69%	103%
Fall since 1st August, 1945	{ Index Points .. 3	2*	1*
	{ Per cent. .. 2*		

FOOD.

During August there were seasonal reductions in the prices of potatoes, and at 1st September the average retail price was between 2d. and 2½d. per 7 lb. lower than at 1st August. There was little change during the month in the retail prices of other items of food.

For the articles of food included within the scope of these statistics, the following Table compares the average prices at 1st September, 1945, with the corresponding prices at 1st August, 1945, and 1st September, 1939:—

Article.	Average Price (per lb. unless otherwise indicated) to the nearest ½d., at—			Percentage Increase or Decrease (—) at 1st Sept., 1945, compared with—	
	1st Sept., 1945.	1st Aug., 1945.	1st Sept., 1939.	1st Aug., 1945.	1st Sept., 1939.
Beef, British—	s. d.	s. d.	s. d.	Per cent.	Per cent.
Ribs	1 3½	1 3½	1 2½	..	11
Thin Flank ..	0 9½	0 9½	0 7½	..	27
Beef, Chilled or Frozen					
Ribs	1 1	1 1	0 9½	..	35
Thin Flank ..	0 6	0 6	0 4½	..	23
Mutton, British—					
Legs	1 5½	1 5½	1 3½	..	13
Breast	0 8	0 8	0 7½	..	8
Mutton, Frozen—					
Legs	1 0	1 0	0 10½	..	16
Breast	0 4	0 4	0 4	..	..
Bacon†	1 10½	1 10½	1 3	..	50
Fish	—	—	—	..	27
Flour .. per 6 lb.	1 3	1 3	0 11½	..	30
Bread .. per 4 lb.	0 9	0 9	0 8½	..	9
Tea	2 10	2 10	2 4	..	21
Sugar (granulated) ..	0 4	0 4	0 3	..	32
Milk .. per quart	0 9	0 9	0 6½	..	32
Butter—					
Fresh	1 8	1 8	1 4½	..	21
Salt	1 1	1 1	1 3½	..	31
Cheese	1 1	1 1	0 10	..	30
Margarine—					
Special	0 9	0 9	0 6½	..	12
Standard	0 5	0 5	0 2	..	1
Eggs (fresh)§ .. each	0 1½	0 1½	5	..	1
Potatoes .. per 7 lb.	0 8½	10½	0 6½	—20	29

The following Table shows the average percentage changes in prices at 1st September, 1939, 1st August, 1945, and 1st September, 1945, respectively, as compared with July, 1914:—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st Aug., 1945.	1st September, 1945.
Beef, British—	Per cent.	Per cent.	Per cent.
Ribs	44	59	59
Thin Flank	15	46	46
Beef, Chilled or Frozen—			
Ribs	32	79	79
Thin Flank	1	24	24
Mutton, British—			
Legs	48	67	67
Breast	14	24	24
Mutton, Frozen—			
Legs	51	75	75
Breast	—3	—3	—3
Bacon†	35	102	102
Fish	116	174	174
Flour	26	64	64
Bread	42	56	56
Tea	52	85	85
Sugar (granulated) ..	46	93	93
Milk	92	154	154
Butter—			
Fresh	13	37	37
Salt	7	41	41
Cheese	16	51	51
Margarine	—8	3	3
Eggs (fresh)	58	60	60
Potatoes	33	116	72
All above articles (Weighted Average on July, 1914, basis)	38	72	69

On the basis of the figures given in the foregoing Tables the average level of retail prices, at 1st September, 1945, of the articles of food specified was about 69 per cent. higher than in July, 1914, and about 22 per cent. higher than at the beginning of September, 1939.

* A fall of 3 points on a total of 172 for "food" (the figure for July, 1914, being 100) is equivalent to a fall of rather less than 2 per cent. Similarly, a fall of 2 points on a total of 205 for "all items" is equivalent to about 1 per cent.

† The description of bacon specified for quotation is streaky, but where this kind was seldom being sold the returns relate to another kind, locally representative.

‡ This figure is an average calculated from the prices of various brands of margarine on sale at 1st September, 1939.

§ Of the two prices shown for eggs at 1st Sept. and 1st August, 1945, 2d. was for large eggs (in Ministry of Food category I) and 1½d. for small eggs (in category II). At 1st September, 1939, the average price for eggs, as shown by the returns received, was between 1½d. and 2d.

ITEMS OTHER THAN FOOD.

The average level of working-class *rents* (including rates) at 1st September was about the same as at 1st August, being about 2 to 3 per cent. above the level of 1st September, 1939, and about 66 per cent. above that of July, 1914.

As regards *clothing*, changes in retail prices during August were relatively slight. Owing to the wide range of quotations, to changes in qualities, and to the variations in the extent to which different articles have been affected by price changes, it is not possible to make exact comparisons over a period of many years, but the available information (based on returns from representative retailers in a large number of towns) indicates that at 1st September the average level of prices was about 66 per cent. higher than at 1st September, 1939, and about 245 per cent. above the level of July, 1914.

In the *fuel and light* group, the average levels of retail prices of coal and of gas at 1st September were about the same as a month earlier. Prices of coal averaged about 54 per cent. higher than at 1st September, 1939, and about 199 per cent. above the level of July, 1914; prices of gas averaged about 37 per cent. higher than at 1st September, 1939, and about 112 per cent. higher than in July, 1914. During the month there was a slight reduction in the average price of lamp oil, but no appreciable change in the average price of candles or of matches. For the fuel and light group as a whole the index figure at 1st September was about 52 per cent. higher than at 1st September, 1939, and about 176 per cent. higher than in July, 1914.

As regards *other items** included in these statistics, there were relatively few changes in prices during August. In the group as a whole the average level of prices at 1st September was about 63 per cent. higher than at 1st September, 1939, and about 192 per cent. above the level of July, 1914.

ALL ITEMS.

If the average increases in the cost of all the foregoing items are combined in accordance with their relative importance in working-class family expenditure prior to August, 1914, the resultant general average increase at 1st September, 1945, is approximately **103 per cent. over the level of July, 1914**, as compared with 105 per cent. at 1st August, 1945, and with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average percentage increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, *no allowance being made for any changes in the standard of living since that date, or for any economies or readjustments in consumption and expenditure since the outbreak of the war.*

The rise of 48 points since the beginning of September, 1939, is equivalent to about 31 per cent. Of these 48 points, about 4½ points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and approximately three-fourths of a point is due to increases resulting from the Purchase Tax.

SUMMARY TABLE : ALL ITEMS.

Average Percentage Increase at the beginning of each month as compared with July, 1914.

Year.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1920 ..	125	130	130	132	141	150	152	155	161	164	176	169
1921 ..	165	151	141	133	128	119	119	122	120	110	103	99
1922 ..	92	88	86	82	81	80	84	81	79	78	80	80
1923 ..	78	77	76	74	70	69	69	71	73	75	75	77
1924 ..	77	79	78	73	71	69	70	71	72	76	80	81
1925 ..	80	79	79	75	73	72	73	73	74	76	76	77
1926 ..	75	73	72	68	67	68	70	70	72	74	79	79
1927 ..	75	72	71	65	64	63	66	64	65	67	69	69
1928 ..	68	66	64	64	64	65	65	65	65	66	67	68
1929 ..	67	65	66	62	61	60	61	63	64	65	67	67
1930 ..	66	64	61	57	55	54	55	57	57	56	57	55
1931 ..	53	52	50	47	47	45	47	45	45	45	46	48
1932 ..	47	47	46	44	43	42	43	41	41	43	43	43
1933 ..	42	41	39	37	36	36	38	39	41	41	43	43
1934 ..	42	41	40	39	37	38	41	42	43	43	44	44
1935 ..	43	42	41	39	39	40	43	43	43	45	47	47
1936 ..	47	47	46	44	44	44	46	46	47	48	51	51
1937 ..	51	51	51	51	52	52	55	55	55	58	60	60
1938 ..	59	57	56	54	56	55	59	56	56	55	56	56
1939 ..	55	55	53	53	53	53	56	55	55	65	69	73
1940 ..	74	77	79	78	80	81	87	85	87	89	92	95
1941 ..	96	97	97	98	100	100	99	99	99	99	100	101
1942 ..	100	100	100	99	100	99	100	101	100	100	100	100
1943 ..	99	99	99	98	99	98	100	99	98	99	99	99
1944 ..	99	100	100	100	100	100	101	102	102	101	101	101
1945 ..	102	102	102	102	103	104	107	105	103	..	..	..

A detailed account of the method of compilation of these statistics, "The Cost of Living Index Number: Method of Compilation," is obtainable, price 2d. net, from H.M. Stationery Office, at the addresses shown on page 170 of this GAZETTE.

* Soap, soda, domestic ironmongery, brushes, pottery, tobacco and cigarettes, fares and newspapers.

TRADE DISPUTES IN AUGUST.

Number and Magnitude.—The number of disputes involving stoppages of work*, reported to the Department as beginning in August, was 164. In addition, 20 stoppages which began before August were still in progress at the beginning of that month. The approximate number of workers involved in these 184 stoppages, including workers thrown out of work at the establishments where the disputes occurred, is estimated at over 41,000. The aggregate number of working days lost at the establishments concerned, during August, was about 100,000.

Of the stoppages of work through industrial disputes known to have been in progress at some time in August, the coal mining industry accounted for 107, involving nearly 23,000 workers, and resulting in an aggregate loss of 35,000 working days.

In the following Table an analysis is given, by groups of industries, of all disputes involving stoppages of work* in the United Kingdom during August:—

Industry Group.	Number of Stoppages in progress in Month.			Number of Workers involved in all Stoppages in progress in Month.	Aggregate Number of Working Days lost in all Stoppages in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.		
Coal Mining	4	103	107	22,700	35,000
Brick, Pottery, Glass, Chemical, etc. ..	..	2	2	900	4,000
Metal, Engineering and Shipbuilding ..	7	38	45	7,900	28,000
Transport	6	9	15	6,700	27,000
Other Industries ..	3	12	15	3,000	10,000
Total, August, 1945 ..	20	164	184	41,200	104,000
Total, July, 1945 ..	8	184	192	47,000	169,000
Total, August, 1944 ..	10	176	186	34,400	124,000

In the 164 stoppages which began during August about 28,000 workers were directly involved and over 5,000 indirectly involved (*i.e.*, thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes). In the 20 stoppages which began before August, and were still in progress at the beginning of that month, the total number of workers involved during August, either directly or indirectly, was nearly 8,000.

Duration.—Of 164 stoppages of work, owing to disputes, which ended during August, 81, directly involving 13,200 workers,

lasted not more than one day; 27, directly involving 3,400 workers, lasted two days; 14, directly involving 1,700 workers, lasted three days; 22, directly involving 5,500 workers, lasted four to six days; and 20, directly involving 3,900 workers, lasted over six days.

Causes.—Of the 164 disputes leading to stoppages of work which began in August, 27, directly involving 9,600 workers, arose out of demands for advances in wages, and 43, directly involving 8,500 workers, on other wage questions; 7, directly, involving 800 workers, on questions as to working hours; 21, directly involving 2,700 workers, on questions respecting the employment of particular classes or persons; 57, directly involving 4,200 workers, on other questions respecting working arrangements; and 9, directly involving 2,300 workers, on questions of trade union principle.

TOTALS FOR THE FIRST EIGHT MONTHS OF 1945 AND 1944.

The following Table gives an analysis, by groups of industries, of all stoppages of work* through industrial disputes in the first eight months of 1945 and in the corresponding months of 1944:—

Industry Group.	January to August, 1945.			January to August, 1944.		
	Number of Stoppages beginning in period.	Number of Workers involved in all Stoppages in progress.	Aggregate Number of Working Days lost in all Stoppages in progress.	Number of Stoppages beginning in period.	Number of Workers involved in all Stoppages in progress.	Aggregate Number of Working Days lost in all Stoppages in progress.
Coal Mining ..	771	172,300†	508,000	849	484,800†	2,272,000
Other Mining and Quarrying ..	7	700	1,000	15	2,600	11,000
Brick, Pottery, Glass, Chemical, etc. ..	16	2,400	17,000	16	1,400	4,000
Engineering ..	170	58,300	241,000	155	88,300	394,000
Shipbuilding ..	135	21,900	91,000	129	31,100	299,000
Other Metal ..	114	12,800	39,000	99	12,600	52,000
Textile ..	26	1,800	6,000	24	2,800	9,000
Clothing ..	21	5,100	8,000	19	1,700	3,000
Food, Drink and Tobacco ..	8	1,600	5,000	6	700	3,000
Woodworking, Furniture, etc. ..	12	1,000	2,000	6	900	1,000
Building, etc. ..	25	2,700	3,000	37	4,100	6,000
Transport ..	106	64,300	325,000	46	18,500	41,000
Other Industries ..	43	6,200	25,000	42	4,800	10,000
Total ..	1,454	351,100†	1,271,000	1,443	654,300†	3,105,000

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING AUGUST.

Occupations‡ and Locality.	Approximate Number of Workers involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	In-directly.‡	Began.	Ended.		
COAL MINING:—						
Colliery workers—Wombwell, Yorks. (one colliery).	900	..	31 July	4 Aug.	Complaints respecting wet working conditions on a haulage road.	Work resumed. Some improvement effected to the haulage road during the period of the stoppage.
Colliery workers—Barnborough, Yorks. (one colliery).	1,510	..	28 Aug.	28 Aug.	In support of a number of colliers in one seam who were dissatisfied with their wages.	Work resumed on advice of trade union officials.
Underground and surface workers—near Doncaster (one colliery).	1,540	140	30 Aug.	30 Aug.	Claim that the number of men allotted to perform a certain job was insufficient, and demand for the assistance of additional men.	Workers' demand conceded.
GLASS BOTTLE MANUFACTURE:—						
Bottle machine operators and takers-in and bottle sorters—St. Helens (one firm).	390	500	4 Aug.	9 Aug.	Dissatisfaction with the method of application of an agreement on wage rates which had been concluded by the National Joint Industrial Council for the Glass Container Industry.	Work resumed to permit of negotiations.
ENGINEERING:—						
Engineering workers employed in aircraft manufacture—Yeadon, Yorks. (one firm).	600	..	10 Aug.	14 Aug.	For payment to female operatives of a lieu bonus in respect of certain new work pending the establishment of piecework prices.	Work resumed on advice of trade union officials pending negotiations, which resulted in some concessions being made.
Maintenance workers, die setters and other engineering workers—Dagenham, Essex (one firm).	1,000	..	25 Aug.	1 Sept.	For an increase of 2d. an hour to skilled maintenance workers and die setters, and for the application of National Arbitration Tribunal Award No. 718 for the Engineering Industry.	Work resumed to permit of negotiations.
SHIPBUILDING:—						
Platers, riveters, holders-on, caulkers welders and angle smiths—Burntisland (one firm).	340	..	26 July	20 Aug.	Claim that certain work being performed by shipyard engineers should be done by caulkers.	Work resumed pending negotiations.
TRANSPORT:—						
Railway engine drivers, firemen, shunters, goods guards, traffic inspectors and other railway workers—North-West England, Wales, etc.	§	§	§	§	Objection to the cancellation of an early Sunday duty at one depot, and subsequently in support of claims for increased wages, shorter hours and improved working conditions.	No settlement reported.
Dock workers — Cardiff ..	1,200	..	18 July	10 Aug.	In support of a demand for an increased piecework price by men who were unloading a cargo of newsprint.	Work resumed pending negotiations, which resulted in the piecework price being increased from 1s. 6½d. a ton for a gang of eight men to 2s. 6d. a ton for a gang of ten men.

* Stoppages of work due to disputes not connected with terms of employment or conditions of labour are excluded from the statistics. In addition, stoppages involving less than 10 workers, and those which lasted less than one day, are also omitted from the statistics, except when the aggregate number of working days lost exceeded 100. The figures for the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information.

† Some workers, chiefly in the coal mining industry, were involved in more than one stoppage and are counted more than once in the totals. The *net* number of individuals involved in coal mining stoppages in the period under review in 1945 was approximately 90,000 and in the corresponding period in 1944 was approximately 340,000. For all industries combined the corresponding *net* totals were approximately 260,000 and 500,000, respectively.

‡ The occupations printed in italics are those of workers indirectly involved, *i.e.*, thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes.

§ Stoppages have occurred on each Sunday from 8th July onwards and also on Bank Holiday Monday, 6th August. It is estimated that the numbers involved, on the various dates when the stoppages occurred, ranged from less than 200 to about 3,000.

EMPLOYMENT OVERSEAS.

§ Cases include all attacks reported during the month, and not previously reported, so far as is known, during the preceding 12 months. Deaths include all fatal cases reported during the month, whether or not they have been included (as cases) in the same or previous returns.

INDIA.

In June, 1945, the official cost-of-living index figure for the working classes in Bombay was 2.2 per cent. higher than that for the previous month and 123.8 per cent. above that for mid-July to mid-August, 1939. For food alone the index figure for June, 1945, was 3.0 per cent. higher than that for May, 1945, and 142.0 per cent. above the figure for mid-July to mid-August, 1939.

JAMAICA.

In April, 1945, the official cost-of-living index figure for the working classes and peasantry in Kingston was 0.5 per cent. lower than the figure for the previous month and 57.3 per cent. above the level of August, 1939. For food alone the index figure for April, 1945, showed little change compared with that for March, 1945, and remained at 37.4 per cent. above the figure for August, 1939.

ICELAND.

At 1st July, 1945, the official cost-of-living index figure in Reykjavik showed no change compared with the previous month, remaining at 172.3 per cent. above the level of 1st September, 1939. For food alone the index figure also remained unchanged, compared with the previous month, at 233.7 per cent. above the level of 1st September, 1939.

SWEDEN.

In June, 1945, the official cost-of-living index figure showed a decrease of 0.28 per cent. compared with December, 1944; but if direct taxation is included the decrease was 0.17 per cent. For food alone the index figure in June, 1945, was 0.58 per cent. below the level of December, 1944.

SWITZERLAND.

At the end of June, 1945, the official cost-of-living index figure was 0.3 per cent. higher than in May, 1945, and approximately 54 per cent. above the level of the end of August, 1939, compared with approximately 53 per cent. in May. For food alone the index figure for June, 1945, was 0.5 per cent. higher than that for May, 1945, and about 66 per cent. above the level of August, 1939, compared with about 65 per cent. in May.

PALESTINE.

In May, 1945, according to the combined series of index figures, based on prices in Arab and Jewish Markets in three principal towns, the cost of living remained unchanged, compared with the previous month, at 157 per cent. above the pre-war level.

LEGAL CASES AFFECTING LABOUR.

FACTORIES ACT, 1937.—QUESTION AS TO THE TIME LIMIT FOR COMMENCING CRIMINAL PROCEEDINGS FOLLOWING AN INQUEST.

In this case a workman was killed on 13th June, 1944, as a result of an occurrence in the factory of the respondents. An inquest was held and concluded on 19th June, 1944. On 6th October, 1944, the appellant (H.M. Inspector of Factories) laid an information, charging the respondent with an offence under the Factories Act. The provision of section 11 of the Summary Jurisdiction Act, 1848, which is the general provision dealing with all offences punishable on summary conviction, provides that an information must be laid within six months from the time when the matter of the information arose. On the hearing before the Justices, it was submitted on behalf of the respondent that where an inquest had been held and concluded the operation of sub-section 4 of section 140 of the Factories Act limited the general provision of section 11 of the Summary Jurisdiction Act, and the information had to be laid within three months from the conclusion of the inquest. The Justices accepted this submission and dismissed the summons. The Inspector appealed.

The Divisional Court (Humphreys and Croom-Johnson J.J.) allowed the appeal. Humphreys J., after reciting the facts, said that the case was concluded by the authority of *Felton v. Heal*. In that case it had been submitted that the effect of section 2 of the Coal Mines Act, 1914 (the terms of which were almost identical with the terms of sub-section 4 of section 140 of the Factories Act) was to limit the effect of section 11 of the Summary Jurisdiction Act, 1848. Lord Reading L.C.J. said, in the course of his judgment in that case, "section 2 of the Act of 1914 was passed for the purpose of extending the time for taking proceedings inasmuch as it is well-known that an inquest or report upon an accident in a coal-mine may last for some considerable time, even longer than six months."

Humphreys J. said that this decision was binding on the Court and he could not distinguish it from the present case. The appeal must be allowed and the case returned to the Magistrates for hearing and determination.—*Roos v. English Steel Corporation Ltd.* Divisional Court, 19th June, 1945.

MASTER AND SERVANT.—WORKMEN'S COMPENSATION ACTS.—QUESTION WHETHER REDUCTION IN HOURS WORKED INVOLVED CHANGE OF GRADE.

A woman who was employed as a bag washer met with an

accident arising out of and in the course of her employment, as a result of which she broke her wrist and became permanently disabled. She instituted proceedings against her employers for weekly payments under the Workmen's Compensation Acts and being dissatisfied with the amount awarded to her in the County Court she appealed to the Court of Appeal.

The amount of the weekly payments to which she was entitled had to be ascertained (in accordance with the provisions of section 9 of the Act of 1925) by reference to her average weekly earnings during the twelve months previous to the accident, if she had been so long employed by the same employer, but if not, then for any less period during which she had been in the employment of the same employer. Section 10 (iii) of the Act provides that employment by the same employer shall be taken to mean employment by the same employer in the grade in which the workman was employed at the time of the accident.

For eleven months before the accident the appellant had been working as a bag washer for the employers at the time rate of 1s. 4d. an hour. At first she worked an average of 40 hours a week but at her request, because of her domestic circumstances, she ceased after a time to work a full day and worked only in the mornings. Thereafter she averaged only 25 hours a week. There was no difference in the class of work she was doing or in her hourly rate of pay.

On the hearing of the arbitration before the County Court Judge the employers contended that when the appellant became a part-time worker she passed from the grade of full-time worker to the grade of a half-time worker. The County Court Judge accepted this contention and assessed the amount of compensation by reference to the average weekly amount earned by the appellant after she had become a part-time worker.

The Court of Appeal (Lords Justices MacKinnon, Lawrence and Morton) allowed the appeal and ordered that the appellant's compensation should be calculated by reference to her average weekly earnings throughout the whole period of eleven months. The Court held that the change in the number of hours actually worked by the appellant did not constitute a change of grade within the meaning of the Act.—*Wyatt v. John Knight Ltd.* Court of Appeal, 12th April, 1945.

MASTER AND SERVANT—CLAIMS BY EMPLOYERS FOR RECOVERY OF DWELLING-HOUSES.

(1) A colliery company instituted proceedings in the County Court for the recovery of possession of a dwelling-house which they required for a person engaged in their whole time employment. The defendant's father had been employed by the company for many years and some twenty-five years ago had become a contractual tenant of the house in consequence of his employment, his employers being also his landlords. The Rent Restriction Acts had at all times applied to the house and in 1921 the defendant's father ceased to be a contractual tenant and became a statutory tenant of the house. The father remained in the plaintiffs' employment and in occupation of the house until his death in 1941. At the time of his death, his son, the defendant in the action, was residing in the house with his father and after his death continued to reside there and became the statutory tenant by virtue of the provisions of the Acts. The defendant himself was never in the employment of the plaintiffs.

In 1945, the plaintiffs wished to obtain possession of the house for occupation as a residence by a person engaged in their whole time employment, but the defendant refused to leave. The plaintiffs accordingly instituted proceedings against him. In order to satisfy the statutory requirements, which would enable the court to make an order for possession, the plaintiffs sought to establish (among other things) that "the tenant was in the employment of the landlord . . . and the dwelling-house was let to him in consequence of that employment and he has ceased to be in that employment. . . ."

The case turned upon the question whether the plaintiffs satisfied this requirement which is to be found in paragraph (g) (i) of the first schedule to the Act of 1933. The County Court Judge accepted the defendant's contention that the plaintiffs, before being entitled to succeed, must prove that he was in their employment, which obviously they could not do, and he accordingly dismissed the action.

The Court of Appeal (Lords Justices Scott, MacKinnon and Lawrence) allowed the plaintiffs' appeal and made an order for possession. In the opinion of the Court the words "the tenant" in paragraph (g) (i) of the first schedule to the Act of 1933 meant the original tenant between whom and the landlord the tenancy was created and did not include the person who, by virtue of the Rent Restriction Acts, became the statutory tenant on the death of the original tenant.—*Bolsover Colliery Company Ltd. v. Abbott.* Court of Appeal, 11th July, 1945.

(2) An action was brought by a company who carried on business as margarine manufacturers against their former chief engineer for recovery of possession of a dwelling-house. In his capacity as the plaintiffs' chief engineer the defendant had occupied as a weekly tenant a house belonging to them which was subject to the control of the Rent Restriction Acts. In December, 1944, the plaintiffs dismissed the defendant and engaged in his place a Mr. Schuler who was then in other employment and had to give notice to leave. He was not able to take up work with the plaintiffs until 16th April, 1945.

The defendant remained in occupation of the house after December, 1944, paying weekly rent as before. On 13th February, 1945, the plaintiffs served him with a notice to quit,

but as he refused to leave they issued a summons against him in the County Court on 20th March, 1945, which came before the Judge on 2nd May, 1945. Among other things the plaintiffs had to establish that they satisfied the following requirement in paragraph (g) of the first schedule to the Act of 1933, namely: "the dwelling-house is reasonably required by the landlord for occupation as a residence for some person engaged in his whole time employment."

The defendant contended that as Mr. Schuler did not take up work for the plaintiffs until the 16th April, it was impossible to hold that the case came within paragraph (g) of the schedule because the words "some person engaged in his whole time employment" must mean "actually working in the service of the employer at the time when action was begun." The County Court Judge rejected this contention and gave the plaintiffs an order for possession.

The defendant's appeal to the Court of Appeal (Lords Justices Scott, MacKinnon and Morton) was dismissed with costs. Lord Justice MacKinnon said that the words in the schedule of the Act of 1933, with which the Court were concerned, were "some person engaged in his whole time employment." The word "engaged" was deplorably ambiguous. An employer "engaged" a servant when he made an agreement with him for his services. A workman was "engaged" on work when he was actually carrying it out. In fact "engaged" of a master had an entirely different meaning from "engaged in" of a workman. His Lordship was inclined to think that it was not until April 16th that Mr. Schuler became a "person engaged in the whole time employment" of the plaintiffs, however obvious it might be that the plaintiffs had "engaged" Mr. Schuler long before that date. Lord Justice MacKinnon thought it unnecessary to decide the point because in his view the material date for considering whether Mr. Schuler was then "a person engaged in the whole time employment" of the plaintiffs was the date on which the case was heard by the County Court Judge and not the date on which the summons was issued.—*Benninga (Mitcham) Ltd. v. Bijstra*. Court of Appeal, 3rd July, 1945.

Factories Act, 1937.—OBLIGATION TO FENCE DANGEROUS MACHINERY.

A factory inspector appealed to the High Court by way of case stated against the dismissal of an information preferred against a company who carried on business as hatters' fur manufacturers. The information alleged that the knives of a fur cutting machine on which a sixteen year old girl named Ivy Dixon was working were not securely fenced and that in consequence she had suffered bodily injury.

The machine is fed with skins and it removes the fur from the pelts. During this process a considerable amount of dust and fluff comes away from the skins and is drawn away by an exhaust draught into a tunnel at the back of the machine. This dust and fluff is known as "flue". At the top of this tunnel there is an opening four inches wide and twelve and a half inches long. This opening has a cover which can be removed by sliding. It was common ground in the case and found as a fact by the justices that when this shutter was closed the machine was securely fenced.

The machine is stopped three times a day so that the operator can remove the cover and clear the accumulations of flue which have remained in the machine. On the day of the accident Ivy Dixon removed the cover whilst the machine was still operating and put in her hand to clear the flue away. Her hand was caught by the knives, which revolve at about 2,600 revolutions per minute, and cut off at the wrist. The magistrates found as a fact that there was a lever for shutting off power, but that Ivy Dixon had never been instructed not to clear the flue while the machine was working. The foreman admitted that he had never expressly forbidden Ivy Dixon to open the cover whilst the machine was working but he said that if he had seen her doing this he would have stopped her.

At the hearing before the magistrates the company contended that when the cover was in position the machine was securely fenced, and that there was no reason why the cover should be removed while the knives were running. The magistrates upheld the company's submission that there was no case for them to answer and they dismissed the information.

The Divisional Court (Mr. Justices Humphreys and Croom-Johnson) allowed the appeal and ordered that the case should be sent back to the magistrates with a direction to hear any evidence which the defence desired to call and to adjudicate upon the matter. Mr. Justice Humphreys said that it was provided in section 16 of the Act that all fences or other safeguards should be of substantial construction, and constantly maintained and kept in position while the parts required to be fenced or safeguarded were in motion or in use. His Lordship said that this was a direction to and a requirement on the owners of the factory; it was they who were bound to do this and not their employees. No one had instructed Ivy Dixon not to remove the cover whilst the machine was in motion. His Lordship added that the case might have been different if the operator, instead of being the perfectly innocent person that Ivy Dixon was, had in fact been a very careless stupid girl who, having been told not to take the cover off, had in fact taken it off contrary to her orders.—*Massey v. S. & P. Lingwood Ltd.* Divisional Court, 21st June, 1945.

WAGES COUNCILS ACT. NOTICES OF PROPOSAL.

During August, 1945, notices of intention to submit to the Minister of Labour and National Service wages regulation proposals were issued by the following Wages Councils:—

Aerated Waters Wages Council (England and Wales).—Proposal A. (28), dated 17th August, 1945.

Boot and Floor Polish Wages Council (Great Britain).—Proposal B.P. (24), dated 21st August, 1945.

Further information concerning either of the above proposals may be obtained by persons engaged in the respective trades from the Secretary of the Council at Ebury Bridge House, Ebury Bridge Road, London, S.W.1.

WAGES REGULATION ORDERS.

During August, 1945, the Minister of Labour and National Service made the following Wages Regulation Orders* giving effect to proposals made to him by the Wages Councils concerned:—

Jute Wages Council (Great Britain).—S.R. & O 1945, No. 919 (J. (73)), dated 3rd August, 1945; effective from 17th August, 1945.

Tin Box Wages Council (Great Britain).—S. R. & O. 1945, No. 921 (X. (26)), dated 7th August, 1945; effective from 20th August, 1945.

Paper Box Wages Council (Great Britain).—S. R. & O. 1945, No. 922 (B. (34)), dated 10th August, 1945; effective from 24th August, 1945.

Hair, Bass and Fibre Wages Council (Great Britain).—S. R. & O. 1945, No. 980 (H.B. (25)), dated 21st August, 1945; effective from 1st September, 1945.

Made-up Textiles Wages Council (Great Britain).—S. R. & O. 1945, No. 981 (M.T. (26)), dated 21st August, 1945; effective from 1st September, 1945.

Rubber Manufacturing Wages Council (Great Britain).—S. R. & O. 1945, No. 1021 (R.U. (18)), dated 24th August, 1945; effective from 5th September, 1945.

Dressmaking and Women's Light Clothing Wages Council (Scotland).—S. R. & O. 1945, No. 1065/S.38 (W.D.S. (36)), dated 29th August, 1945; effective from 10th September, 1945.

TRADE BOARDS ACTS (NORTHERN IRELAND).

No proposals to vary minimum rates of wages were issued during August, 1945.

During August, 1945, Orders* confirming variations of minimum rates of wages for certain workers in the trades concerned were made as follows:—

Retail Bespoke Tailoring Trade Board (Northern Ireland).—Order N.I.T.R.B. (54), dated 14th August, 1945; effective from 20th August, 1945.

Baking Trade Board (Northern Ireland).—Order No. I Bk. (32), dated 28th August, 1945; effective from 3rd September, 1945.

INDUSTRIAL COURTS ACT, 1919, AND CONCILIATION ACT, 1896. INDUSTRIAL COURT AWARDS.

During August, 1945, the Industrial Court issued three awards, Nos. 2017, 2018 and 2020. Two of these awards are summarised below.

Award No. 2017 (27th August).—*Parties*: The Scottish Glass Merchants' and Glaziers' Association; and the Scottish Operative Glaziers' Trade and Friendly Society, and the Edinburgh Operative Glaziers' Society. *Claim*: For the introduction of inexperienced labour to perform glazing work normally carried out by skilled glaziers and for the fixing of certain conditions governing their employment. *Award*: The Court awarded in favour of the claim subject to a certain limitation and condition.

Award No. 2018 (27th August).—*Parties*: The National Union of Distributive and Allied Workers, the Transport and General Workers' Union, the National Amalgamated Union of Shop Assistants, Warehousemen and Clerks, and the Scottish Horse and Motormen's Association on the one hand; and the Scottish Milk Trade Federation, the Glasgow and District Dairymen's Association, the Glasgow Wholesale Milk Dealers' Association, the Dundee and District Dairymen's and Milk Salesmen's Association, the Edinburgh and District Milk Distributors' Association, and the Parliamentary Committee of the Co-operative Congress on the other hand. *Claim*: For certain wage increases to be paid to workpeople employed at undertakings scheduled under the Essential Work (General Provisions) Order. *Award*: The Court awarded the increases set out below; one half of the amount awarded was to operate as from the first full pay period following 1st May, 1945, and the other half as from the first full pay period following 27th August, 1945. The award is not applicable to any worker to whom on the operative dates statutory rates higher than the rates provided for in the award are payable. The increases awarded are as follows:—Male workers—21 years of age and over: 5s. per week. Female workers—21 years of age and over: 4s. per week. Male and female workers—18 years and under 21 years: 3s. per week. Male and female workers—under 18 years of age: 2s. per week.

* See footnote * on page 170

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During August, 1945, two awards were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. Both of the awards related to individual undertakings.

ROAD HAULAGE WAGES ACT, 1938. INDUSTRIAL COURT ORDER.

During August, 1945, an Order, summarised below, was issued by the Industrial Court under Part II of the Road Haulage Wages Act, 1938.

Order No. 2019 (30th August).—Parties: Transport and General Workers' Union and George Ogilvie (Montrose) Limited. *Application:* The Union represented to the Minister of Labour and National Service that the remuneration for certain motor lorry drivers employed by the firm was unfair and made application for the question to be referred for settlement under Part II of the Road Haulage Wages Act, 1938. The matter in dispute, not having been otherwise disposed of, was referred by the Minister to the Industrial Court for settlement in accordance with Section 4(4) of the Act. *Order:* After hearing the Parties, the Court found that the remuneration of the drivers was unfair as regards their weekly rates of wages, hours of labour and payment for overtime and fixed their statutory remuneration as follows:—

- (a) 88s. per week of 48 hours excluding meal times;
- (b) overtime at the rate of time-and-a-quarter for the first eight hours after 48 hours have been worked, and time-and-a-half for all time worked thereafter;
- (c) all time worked on Sundays to be paid for at double time rates.

The Court directed that this statutory remuneration should be deemed to be in force as between the employer and the workers concerned as from 7th June, 1945.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS.

NATIONAL ARBITRATION TRIBUNAL AWARDS.

During August, 1945, the National Arbitration Tribunal issued ten awards,* Nos. 757-766. Four of these awards are summarised below; the others related to individual employers.

Award No. 757 (2nd August).—Parties: Members of No. 1 Division of the Iron and Steel Trades Employers' Association, and members of Trade Unions represented by the Scottish Iron and Steel Trades Joint Committee in their employment. *Claim:* For the payment of specified increased rates of wages to certain craftsmen and apprentices employed on maintenance work. *Award:* The Tribunal found in favour of the claim that fitters and other maintenance craftsmen be included in the scope of the "Dirty Work Agreement" of 25th March, 1943, made between the parties, providing *inter alia* for the payment to boilermakers when working on certain specified boiler repairs of an exceptional and dirty nature of an allowance of 3d. an hour. They found against the claim that an increased rate be paid to wagon builders, that apprentices in the last two years of their apprenticeship be paid a percentage of the 8s. maintenance allowance paid to skilled maintenance men by agreement in the engineering industry, and that an increase of 1d. per hour be granted to craftsmen covered by agreements between the Iron and Steel Trades Employers' Association and the Scottish Iron and Steel Trades Joint Committee. With regard to the claim that craftsmen on specified jobs of a dangerous character be paid an extra, over and above their ordinary rate, the Tribunal reaffirmed the decision given in Award No. 1737 of the Industrial Court dated 28th September, 1939, and directed that, in any case in which it is contended that a particular job is of an exceptionally dangerous character, it should be considered upon its merits in negotiation between the parties with a view to determining what, if any, extra payment should be made.

Award No. 758 (9th August).—Parties: Members of the Association of Film Laboratory Employers, and members of the Association of Cine-Technicians in their employment. *Matter in dispute:* The dispute arose out of the failure of the parties to reach agreement as to the terms and conditions of employment of certain technicians employed in film printing and processing laboratories. *Award:* The Tribunal awarded minimum adult rates of wages and certain conditions of employment applicable to the workpeople in question.

Award No. 760 (13th August).—Parties: Members of Associations federated with the Engineering and Allied Employers' National Federation, and members of the Constructional Engineering Union in their employment. *Claim:* For the establishment of national minimum basic rates for specified classes of workers employed in constructional engineering workshops. *Award:* The Tribunal found that the claim had not been established.

Award No. 762 (22nd August).—Parties: Members of the Humber District Sawmill Owners' Association, and members of the National Union of Packing Case Makers (Wood and Tin), Box Makers, Sawyers and Mill Workers in their employment. *Claim:* That the rates of wages agreed between the

parties should apply to part-time workers, and that the working conditions for full-time and part-time workers should be those agreed upon by the Joint Industrial Council of the Wood Box, Packing Case and Wooden Container Industry. *Award:* The Tribunal awarded minimum rates of wages applicable to full-time and part-time workers, and also specified conditions of employment for full-time workers.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

During August, 1945, the National Arbitration Tribunal (Northern Ireland) issued three awards, Nos. 458-460. Two of these awards are summarised below; the third related to an individual undertaking.

Award No. 458 (2nd August).—Parties: Members of the Londonderry Employers' Federation Ltd. (Ironmonger Section), and certain employees of the member firms. *Claim:* For an increase for storemen of 10s. per week on the present rate of wages of £2 10s. per week plus 5s. bonus. *Award:* That the present rate of wages of £2 15s. per week shall be increased by 10s. per week to £3 5s. per week.

Award No. 459 (9th August).—Parties: Members of the Belfast Divisional Committee of the Northern Ireland Coal Importers' Association, and certain employees of the member firms. *Claim:* For certain changes in conditions of employment of coal dockers at the port of Belfast. *Award:* The Tribunal awarded certain changes in working hours and in the existing overtime rates for certain tonnage men.

CIVIL SERVICE ARBITRATION TRIBUNAL.

During August, 1945, the Civil Service Arbitration Tribunal issued two awards,* Nos. 87 and 88.

Award No. 87 related to a claim (1) that, in addition to present emoluments, an allowance of £60 per annum be paid to Admiralty Temporary Draughtsmen, Second Class and First Class Draughtsmen; (2) that, in addition to present emoluments, an allowance of £120 per annum be paid to Admiralty Designers, Senior Draughtsmen, Examiners of Work, Assistant Examiners and Examiners of Technical Accounts; and (3) that the allowances be operative from 1st January, 1944. The Tribunal awarded that as a war-time measure, in addition to present emoluments, a temporary allowance of £30 per annum be paid as from 1st August, 1945, to Admiralty Designers, Senior Draughtsmen, Examiners of Work, Assistant Examiners and Examiners of Technical Accounts. They found against the claim for the payment of an allowance of £60 per annum to Admiralty Temporary Draughtsmen, Second Class and First Class Draughtsmen.

Award No. 88 related to a claim for revised salary scales for London and the Provinces for the grades of Principal Storekeeper, Senior Storekeeper, Storekeeper and Assistant Storekeeper employed in the Supplies Division of the Ministry of Works. Under the award issued, revised salary scales for London and the Provinces were provided for the grades of Principal Storekeeper, Storekeeper and Assistant Storekeeper, and a flat rate, representing an increase on the existing flat rate, applicable in London and the Provinces for the grade of Senior Storekeeper.

OFFICIAL PUBLICATIONS RECEIVED*

(NOTE.—The prices shown are net; those in brackets include postage.)

BUILDING AND CIVIL ENGINEERING INDUSTRIES.—(i) *Statistical Tables relating to the Building and Civil Engineering Industries in Wartime.* Ministry of Works. Price 3d. (4d.)—see page 157. (ii) *Production in Building and Civil Engineering.* A Pamphlet dealing with the Analysis of Man-Hours and Machine-Hours expended in the Execution of Building and Civil Engineering Works. Ministry of Works. Price 6d. (7d.).

CATERING WAGES COMMISSION.—*Second Annual Report, 1944-45.* H.C.2, Session 1945-46. Price 3d. (4d.)—see page 158.

COAL MINING INDUSTRY.—*Regional Survey Report.* Northumberland and Cumberland Coalfields. Ministry of Fuel and Power. Price 1s. 3d. (1s. 5d.).

NATIONAL SERVICE.—*Selected Decisions given by the Umpire during June, 1945, in respect of Applications for Postponement of Liability to be called up for Service under the National Service Acts, 1939-1942.* N.S. Code 2. Pamphlet No. 2/45. Ministry of Labour and National Service. Price 2d. (3d.).

NURSES' SALARIES.—(i) *Nurses Salaries Committee: Further Recommendations and Points of Interpretation.* Nurses S.C. Notes No. 7. (ii) *Mental Nurses Sub-Committee: Further Recommendations.* Mental Nurses S.C. Notes No. 4. Ministry of Health. Price 1d. each (2d.).

REINSTATEMENT IN CIVIL EMPLOYMENT.—*Selected Decisions given by the Umpire in respect of Applications under the Reinstatement in Civil Employment Act, 1944.* R.E. Code 1. Pamphlet No. 15. Ministry of Labour and National Service. Price 1d. (2d.).

TEACHING.—*Teaching as a Career (England and Wales)*—for men and women released from H.M. Forces and other National Service; a detailed description of qualifications, training and prospects of employment. Ministry of Education. Price 3d. (4d.).

See footnote on page 170.

See footnote on page 170.

STATUTORY RULES AND ORDERS.

Since last month's issue of this GAZETTE was prepared, the undermentioned Orders* relating to matters with which the Ministry of Labour and National Service is concerned, either directly or indirectly, have been published in the series of *Statutory Rules and Orders*. The price of each Order is 1d. net (2d. post free).

The Unemployment Insurance (Insurance Industry Special Scheme) (Amendment) Order, 1945 (S. R. & O. 1945, No. 1026), dated August 7, 1945, made by the Minister of National Insurance under the Unemployment Insurance Act, 1935.—The effect of this Order is to bring the rates of benefit payable under the Insurance Industry Special Scheme to the level of the increased rates introduced for persons insured under the general provisions of the Unemployment Insurance Acts by the Unemployment Insurance (Increase of Benefit) Act, 1944, particulars of which were given in the issue of this GAZETTE for November, 1944 (page 180). The operation of the new Order has been antedated to 2nd November, 1944.

The Coal Mining (Training and Medical Examination) (No. 2) Order, 1945 (S. R. & O. 1945, No. 1049), dated August 13, 1945, made by the Minister of Fuel and Power under Regulations 55AA and 58AE of the Defence (General) Regulations, 1939.

—This Order adds a new article to the Coal Mining (Training and Medical Examination) Order, 1944 (see the issue of this GAZETTE for February, 1944, page 22) in respect of the provisions of that Order which deal with the medical examination of persons under 18 years who enter employment in coal mining. Under the new Order, employers of such persons are required to notify certain particulars regarding them, within four days of their first employment, to the manager of the local office of the Ministry of Labour and National Service nearest to the mine at which such persons are employed.

The Unemployment Insurance (Emergency Powers) (Amendment) (No. 2) Regulations, 1945 (S. R. & O. 1945, No. 1053), dated August 20, 1945, made by the Minister of National Insurance under the Unemployment Insurance (Emergency Powers) Act, 1939.—Under the Education Act, 1944, persons employed by certain local education authorities were transferred as from 1st April, 1945, to the employment of other local education authorities. The present Regulations, which have effect from 1st April, 1945, provide that persons thus transferred who were excepted from unemployment insurance in their employment immediately before that date shall continue to be excepted in their new employment.

In addition, seven Orders were made during August, 1945, under the Wages Councils Act, 1945, for the regulation of wages in certain trades—see the article on page 168.

* Copies of official publications (including Orders, Regulations, etc.) referred to in this GAZETTE may be purchased from H.M. Stationery Office at the addresses below.

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